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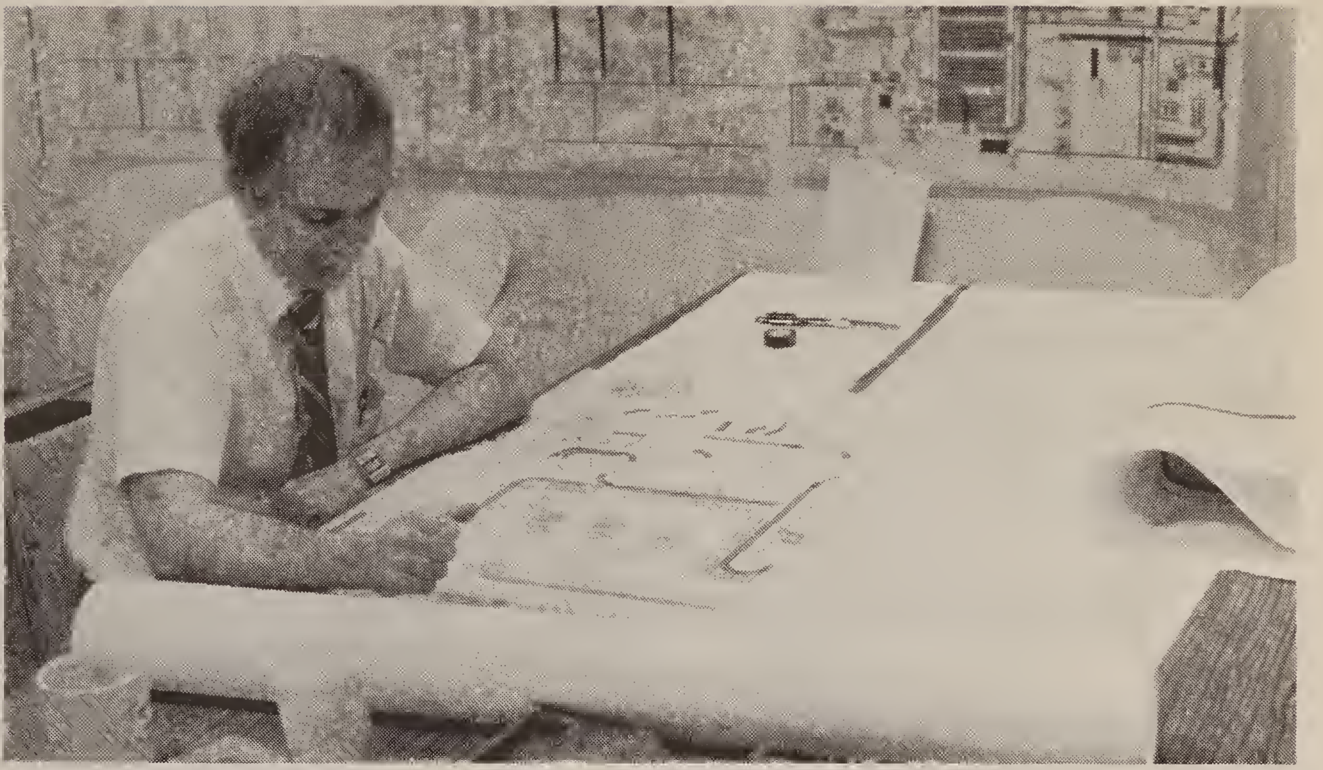
GE News

Fort Wayne
Volume 70, Number 14
May 6, 1988



Steve Hilmes maps out plans for the Decatur transition.

Decatur transition on schedule

The Decatur transition is proceeding as scheduled, according to Steve Hilmes, central Manufacturing Engineering coordinator.

The maintenance, lead and switch, and miscellaneous punch press areas in Taylor Street have been moved and rearranged to make room for high bay (ceiling) space for Decatur casting operations. Transition of Decatur casting equipment is scheduled to begin the last week in June.

Taylor Street will receive all of Decatur's shaft and endshield operations. It will also get the miscellaneous punch press, stator, and rotor-core operations for the G5 motor. The G5 is a 30-frame design used in commercial pump and belt-driving applications.

The Linton Motor plant will produce thru-vent fans and other miscellaneous parts now being produced in Decatur. The remaining Decatur operations will go to Juarez.

Special arrangements have been made to fill approximately 100 Fort Wayne open positions with Decatur employees. Those jobs are in addition to the 200 jobs which will be made available to Decatur people as their operations transition to Fort Wayne.

Preparing for the transition has required extra effort from everyone in the plants. Employees in Decatur have worked diligently to prepare "buffer stocks" to meet customer orders during the transition. Area Services employees — including those loaned to Taylor Street from Broadway and Specialty Transformer — have worked extra hours to prepare the plant to accept new equipment. Manufacturing Engineering and plant office personnel have spent many hours planning the move.

"Keeping a project like this one on schedule is a big job," Hilmes said. "Everyone involved deserves a great deal of credit for what we've been able to accomplish thus far."

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GE's U.S. exports total $4 billion in '87

Exports of GE products from the U.S. to customers in other countries reached a record value of $4 billion last year, according to the GE Annual Report for 1987.

That gave GE a positive net trade balance of more than $2 billion.

A lot of U.S. GE jobs depend on sales to customers in other countries and on GE's ability to compete in those countries.

GE's many worldwide competitors are after customers in their own countries and customers right here in the U.S. The media regularly report on foreign companies building factories here and providing jobs to U.S. employees — just as they report on GE's facilities abroad that give GE presence in foreign markets.

Those actions illustrate that today's marketplace has no national boundries. As the Annual Report's first few pages emphasize, GE businesses have continued to establish strong global positions "through acquisitions, cross-sourcing partnerships, asset exchanges and other arrangements with Asian and European companies whose strengths and assets complement our own."

Decatur transfers welcomed to Fort Wayne

The latest list of Decatur employees who have transferred to Fort Wayne includes:

Virginia Vanover, Building 4-4; Rosemary Wagner, Building 4-4; Cynthia Witte, Taylor Street; Michael Busse, Taylor Street; Teresa Garner, Specialty Transformer Operation; Deborah Hankins, Taylor Street; Edward Jackson, Taylor Street; Michael Ross, Building 4-2; Michael Shrider, Taylor Street; Leonard Schug, Taylor Street; Lois Brown, Taylor Street; Denise Myers, Building 4-2; Donna Sealscott, Building 4-4; Eloise Thieme, Building 4-4; Stephen Bentz, Taylor Street; LouAnn Bultemeyer, Building 6-3; Nancy Dailey, Taylor Street; Donald Evans, STO; Judith Kill, Building 6-4; and Roger Mauller, STO.

Dave Uncapher receives his graduation certificate from Dick Huhn, Area Services Manager and Web Simpson, Power House manager.

Dave Uncapher completes apprenticeship

Dave Uncapher has graduated from the Power House Apprentice Program.

The program requires 6,000 hours of on-the-job training.

Graduates must possess a working knowledge of utilities in all buildings at Broadway and Taylor Street. Uncapher has 21 years of service with GE.

Emerson Electric having better year than expected

Emerson Electric is having a year "... much better than we thought we would have," an Emerson official was quoted saying in the Wall Street Journal recently.

According to the report, Emerson's sales and profits for the second quarter, ending March 31, probably showed gains comparable to the first quarter. Sales in the first quarter rose 10 percent, and net income climbed 14 percent.

The Emerson official said his company may have slower growth in the 1988 second half because of a forecast slowdown in consumer spending. But for now orders remain strong, and there is no indication that a slowdown is underway, he said.

Emerson's first half profit rise is the result of higher unit volumes, an ability to obtain price increases, a lower effective tax rate and an effective cost-reduction program, the article said.

Emerson is GE Motors' largest competitor.

Foundation matches $2.7 million in gifts to colleges

Approximately 11,500 employees and retirees donated more than $2.7 million to colleges and universities last year through the GE Corporate Alumnus Program.

The program is funded through the GE Foundation and matches, dollar for dollar, employee and retiree gifts to their alma mater or to that of their spouse, children or parents.

More than 1,000 higher learning institutions shared in the 1987 CAP gifts. 131 of those received $5,000 or more in matching payments.

Cornell led the list with $87,534. Other leaders included Rensselaer Polytechnic Institute with $83,000; Union College, $63,236; Princeton, $59,000; and Massachusetts Institute of Technology, $58,489.

The program has matched more than $27 million since it was initiated 33 years ago.

CAP forms are available to Motor and Transformer employees from Gloria Smith in Building 18-3. Aircraft employees may get the form from Employee Relations.

S&SP prices for March

Here are the prices used to credit Savings & Security Program accounts in March.

GE Stock, $43.179; S&S Mutual Fund, $29.201; U.S. Savings Bonds, 50 percent of face value; and HP Fund and Money Market Fund, both $10.

Year-to-date annual income rate for the HP Fund was 12.4 percent for '85 investments, 10.4 percent for '86, 9.3 percent for '87 and 9.3 percent for '88.

LT Fund price for the last day of March was $11.23.

Ads

FOR SALE

FOOT BATH, Pollenex, heat, massage, 426-2357.
TRAVEL TRAILER, 18' Sprinter, '87, used once, $6,500, 636-7639.
'81 FIREBIRD FORMULA, loaded, Exc. cond., 219-432-7135.
MIXING TANK, 25 gal., mixer incl., $35, 456-4218.
MEN'S BICYCLE, used, reasonable, 484-4515.
TRAILER ON LAKE, 12' x 60', garage, 745-7603.
4 CEMETERY LOTS, Greenlawn, nice loc., $1,000, 447-2280.
DINING ROOM TABLE, 4 chairs, antiqued, Herc. sofa, 432-6303.
KICK PRESS, 1/2 ton, steel stand, $30, 484-4515.
BLACKHAWK HOME, 3br, 2 bath, dr/gr.rm, lg. kit., ac, yr.old, 447-3418.
2 CEMETERY LOTS, Hyland, 813-637-7601 collect.
FURNACE HUMIDIFIER, up to 3,000 sq. ft., new, $150, 637-8617.
GE AIR COND., Fashionette series, 12 amp, cool BTU 7,500, $75, 484-2137.
'85 CUTLASS SUPREME, ps, pb, ac, streo cass., T-tp, v6, 28000 mi, 747-5461.
GARAGE SALE, gld couch, misc., May 20 - 22, 9 - 5, 447-5098.
YOUTH BED, good cond., 747-5487.
ROTO TILLER, Sears, 4 hp, old model, $175, 447-4066.
MOTOR HOME, 22 ft., Dodge Noris, ac, awn., exc. cond., $4,500, 484-9836.
GE ELECT. RANGE, hood, harv. gld, self clean., 672-3992.
GIRL'S BIKE, like new, $25, 483-0930.
ASSOC. GARAGE SALE, Aspen Vill., of Aboit Ctr. Rd., May 14, 9-5.
40 CIRCUIT PANNEL, 200 amp, main break., $125, in box, 637-8615.
'85 MONTE CARLO SS, ps, pb, ac, at, streo cass., 447-4132.

FOR RENT

FLA. VAC. SPOT, 2 br, 1 1/2 bath, $150 wk, golf, tennis, pool, 813-967-9625.
LAKEFRONT COTTAGE, Adams, fish, ski, swim, (219) 854-2667 or 854-4019.

WANTED

VHS VCR; rock chair, both good cond., 749-1203.
GE PARTS, Elec-Trac E-14 or 15, 447-9285.
SMALL RIDING MOWER, 639-3280.
MEN'S DINNER JACKET, sz. 36 reg., 447-2886.

In Memory

LOYAL L. LIDDY, 704 Snowfall Rd., died March 15. He retired from GE in 1965.
BERTHA C. BURNAU, 7541 Beaty Ave., died March 24. She retired from GE in 1971.
HAROLD W. NIEMEYER, R.R. #5, BOX 570, died March 24. He retired from GE in 1974.
HERBERT L. OSBORNE, 7515 Winchester Rd., Apt. 406, died March 23. He retired in 1976.
CLARENCE A. BRENNER, 1924 Windmere Lane, died March 26. He retired from GE in 1964.
LOIS B. MILLER, 3430 Diplomat Dr., died March 16. She retired from GE in 1954.
EDNA I. BAILEY, 15923 Auburn Rd., died March 30. She retired from GE in 1976.
DOROTHY P. GOSHORN, 2025 Brooklyn, died March 30. She retired from GE in 1970.

Ads

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

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Wire Mill group talks out quality issues with vendor

A group of hourly and salaried Wire Mill employees traveled to Chicago recently to discuss quality issues with representatives of MCR, a copper rod vendor.

The primary topic of discussion was "tangling." Copper rod gets tangled up as it enters a wire drawing machine. Often this results in hours of costly downtime, lost productivity and scrap.

Most of the time, tangling is caused by substandard coil processing by the rod vendor. For a short period this year, the Wire Mill stopped purchasing rod from MCR for that reason. MCR since made improvements in its coil process and earned back its business with GE.

"The visit allowed our people who use rod to meet one-on-one with the people who make it," said Ramesh Gandhi, Wire Mill manager of process engineering and quality assurance. "I can't think of a more effective way to resolve quality issues and strengthen a customer/vendor relationship."

By talking to one of the people on the shop floor at MCR, Dave Schroff, a wire drawer, was able to solve a problem that has been an irritation to him for years.

Shown at MCR are Wire Mill employees Ramesh Gandhi, Jim Slater, Henrietta Reichard, Bob Louagie, Dave Schroff, VP of MCR Lee Browne, and Tom Perl.

The problem was short tails. Tails are excess footage of rod which stick out from the bottom and the top of each coil. Schroff welds the bottom tail of one coil to the top tail of the next coil so that the rod is fed continuously through the wire drawing machine. That task is made very difficult — if not impossible — when the tail is cut short.

"I explained the problem to the guy at MCR, and he said he could take care of it by just stepping back a foot or so before he cut the tail," Schroff said. "I can't tell you how long I've been trying to get something done about that."

"It just goes to show that if you want something done, you should go straight to the guy who can do something about it."

GE News gets facelift as part of Identity Program

The **GE News** has taken on a new look.

The redesign is consistent with GE's new Identity Program, which was initiated last year. Under that program, the name "General Electric" was changed to simply "GE."

As part of the program, GE is presenting itself to customers and employees with a revised, more contemporary graphic appearance. The monogram was altered slightly and appears adjacent to a thin, horizontal line, as seen at the top of the front page of this **GE News** issue.

A new set of graphic standards was issued for advertising, product packaging, letterhead and also for employee newsletters.

Few content changes will take place in the **GE News.** Articles will be written in a brief style for efficient reading. The primary focus will be on business issues and employee benefits.

Employees surveyed in recent months revealed that some news items pertain to them more than others. As a result, a few features, such as Club sports scores, will no longer be published. The Ads section will remain the same, except that "services" will no longer be published.

Says Communication Manager Jim Martin, "Through the **GE News,** we want to continue providing employees with information they need to know about the business. But we want to present the information in a more comfortable, readable format. The **GE News,** in its smaller format, is designed to help us accomplish that objective,"

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GE News

Fort Wayne
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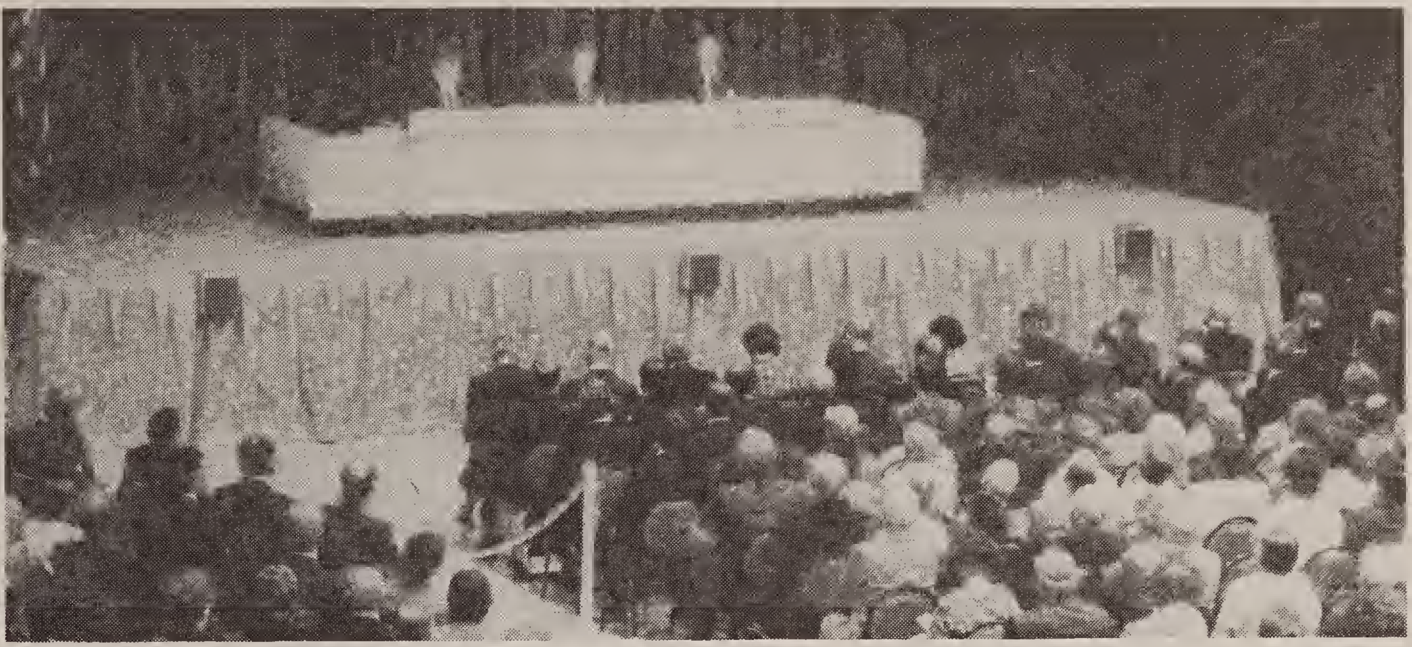

GE Chairman Jack Welch (center), Dennis Dammerman, senior vice president of finance (left), and Benjamin Heineman Jr., senior vice president, general counsel and secretary, conduct business at the Annual GE Share Owners Meeting in Waukesha, Wis.

Welch tells share owners

GE competitiveness comes from its people

"Competitiveness comes from people... people who are free to dream... to risk... to act." So stated GE Chairman Jack Welch at the annual meeting of share owners April 27 in Waukesha, Wis.

Welch commented on the challenges GE faced when he became chairman seven years ago.

"We had to find a way to combine the power, resources and reach of a big company, with the hunger, agility, spirit and fire of a small one."

Focused on small companies

In trying to make GE move and act like a small company, Welch said, "We tried to keep in mind the desirable charactaristics the best small companies seem to share."

He listed those charactaristics as the following:

- **They communicate better.** Without the "din and prattle of bureaucracy," people listen as well as talk. And since there are fewer of them, they generally know and understand each other.
- **They move faster,** and know the penalties for hesitation in the marketplace.
- **They have fewer layers and less camouflage.** The performance of their leaders and its impact are clear to everyone.
- **They waste less,** and spend less time in reviews, approvals, politics and paper drills. Their people are free to direct their energy and attention toward the marketplace rather than fighting bureaucracy.

Said Welch: "To win externally during the '80s, we felt we needed to develop these internal charactaristics. So we embarked on a mission: to keep the good things inherent in this big company — and there are many of those — but combine them with the attractive features of a small company."

Liberating creative energy

We see our task as one of liberating, facilitating, unleashing the human energy and initiative of our people," said Welch. "We can say without hesitation that almost every single good thing that has happened within this company over the past few years can be traced to

Continued on page 2

Welch addresses share owners

Continued from page 1

the liberation of some individual, some team, some business.”

With fewer layers and wider spans of management, there were fewer interpreters and fewer filters, he said. “We found ourselves communicating better. We weren’t managing better; we were managing less... and that was better.”

> ***'We had to find a way to combine the power, resources and reach of a big company, with the hunger, agility, spirit and fire of a small one.'***

GE Businesses were given the freedom to develop their own plans and procedures and were allowed to spend significant sums of money on plant and equipment based on their needs, their judgment and their view of the marketplace.

Freeing people to act without hesitation, the chairman noted, permitted the company to move quickly in the RCA merger, the Medical Systems/Consumer Electronics transaction, the sale of Utah International and, most recently, the acquisition of Roper Corp.

“We have found what we believe is the distilled essence of competitiveness: the reservoir of talent and creativity and energy that can be found in each of our people. That essence is liberated when we make people believe that what they think and do is important, and when we get out of the way while they do it. We are convinced that is the factor that has driven our results in the ’80s.

The result is that GE has outdistanced the aggregate performance of its peer companies by virtually every measurement, Welch said.

“Our team’s 28 straight quarters of earnings growth is good. But what encourages us about the picture is that our biggest annual earnings increases have been, and will continue to be, in ’87 and ’88. The short-term-long-term management question — raised so often about American business — is not an issue at GE.”

Can’t relax

Welch acknowledged that there is a tendency for people to want to pause, to relax, to be a little easier on themselves.

“But we can’t,” he said. “In the ’50s, ’60s and ’70s, the domestic business cycle permitted periods of consolidation, a breather now and then. No more. We’re all in the global arena now, and there isn’t even the usual one minute between rounds in this battle.”

Citing the aggressive competition GE is facing from Japan, Korea, Taiwan and Europe, Welch said the environment the company faced as it looked to the ’80s looks relatively easy compared to what’s ahead.

“The 90s will be a white-knuckle decade for global business — fast, exhilarating, with sudden falls for many and victory for others,” he noted. “We are more confident than ever that we can win in this environment. We plan no major course corrections — just more on the same continuum of competitiveness propelled by individuals who have formed a consensus to win.”

> ***'We found that with fewer layers, we had wider spans of management. We weren't managing better. We were managing less, and that was better.'***

Happenings

Brown bags to be held to discuss Share Statements

John Peirce, Fort Wayne Motor plant Relations manager, will hold brown bags to help explain and discuss Personal Share Statements with Motor Manufacturing employees.

Broadway employees may attend at noon on Wednesday, May 18, in the 18-1 Conference Room. Taylor Street employees are invited to attend at noon on Wednesday, May 25, in the Training Center. Please bring your lunch and Personal Share Statement.

Food Drive set

The annual GE Food Drive for the Associated Churches Food Bank is set for June 10. Employees will again have the option of giving canned goods or money. Those who give $15 or more will be eligible to have their gift matched through the GE Foundation’s “More Gifts... More Givers” program.

Special price offered for Jazzercise in May

GE employees who sign up for a month of Jazzercise classes during May will get those classes for just $10.

Jazzercise meets in the GE Club on Mondays and Wednesdays from 5:10 p.m. to 6:10 p.m. Normal prices are $18 monthly, $9 for two-weeks, or $3 per individual class.

Decatur transfers welcomed

The latest list of employees who have transferred from Decatur to Fort Wayne includes: Rita Everett, Taylor Street; Janet Shaffer, Taylor Street; Donna Shoaf, Taylor Street; and Kent Steffen, Specialty Transformer.

Ft. Wayne National offers new service

Fort Wayne National Bank, Building 21 Branch, is offering a new service called "walk-through loans."

It's designed to make it easier for customers to borrow money for a car, recreational vehicle, home improvements, or any worthwhile reason. All you have to do is fill out a simple application form and return it to the Building 21 Branch.

Fort Wayne National will review the information and get back to you with an answer. Drop it off in the evening, and you'll be contacted the next morning. Drop it off in the morning, you'll get an answer the same day.

If you have any questions, contact Connie DiFilippo, branch manager. The Building 21 Branch is open from 9 a.m. to 4 p.m. weekly.

In Memory

JOSEPH L. ROBINSON, 2105 Riedmiller Ave., died March 31. He retired from GE in 1965.

JOHN J. ROCKHILL, 515 Elderwood Rd., Kettering, OH, died March 29. He retired from GE in 1961.

DEWEY C. WINSER, 12101 Lima Rd., died April 2. He retired from GE in 1963.

RUSSELL W. JAMES, 1024 Greenlawn Ave., died March 31. He retired from GE in 1978.

VIRGIL H. SNYDER, 4929 Meadow Lane, died March 28. He retired from GE in 1973.

AGNES L. HOFFMAN, 5320 DeForest Ave., died April 3. She retired from GE in 1983.

Ads

FOR SALE

MOTORCYCLES, '75 Honda 500cc, '76 Honda 200cc, 745-7603.

'87 TRAVEL TRAILER, 28' Terry, slps 6, 627-2975.

FORMAL DRESS, burgundy, sz. 10, shoes, sz. 8, worn once, 744-5395.

KITCHEN LAMP, swinging, white; green swag lamp, 749-8445.

HOSPITAL BED, $75; exercise bike, $25; table, $45; 486-4529.

BOAT, Rinker 17', open bow, 115 hp outbrd., trailer, 625-4119.

'86 TRAVEL TRAILER, slps 8, 32', used 3 mo., 447-4423.

DINETTE, 5 pc, glass tp, brass fr, $125, 436-1250 11 a.m. to 4 p.m.

'86 CAVALIER Z24, sun rf, ac, auto, extras, low mi., $9,600, 482-2921.

TENT, 10' x 8', slps 4, excellent cond., 486-4911.

'83 LYNX L, 4 spd, cruise, clth, blue, good shape, 833-2996.

COMMUNITY GARAGE SALE, May 14, 9 to 4, Lake Shores.

'82 OLDS 98 BROUGHAM, loaded, excellent cond., $5,800, 436-1902.

TOASTER OVEN/BROILER, Spacemaker, like new, 432-1967.

HONDA CYCLE, 125cc, $200, 637-8353.

GARAGE SALE, May 12, 13, 14, 9 to 6, 1569 Co.Rd. 68, Auburn.

TIRES, 4-15" on Ford Van rims, caps; diving brd, 489-3844.

MOBILE HOME, 1970, 2 bed, ac, appl., nice, $5,000, 622-4777.

BOAT TRAILER, for 2,500 lb. 17 ft. boat, 723-4498.

ALUMINUM STEPS, for pool deck, $40, 627-3463 after 6 p.m.

KIRBY SWEEPER, attachmts., $5.50, 744-8199

SINGER SEWING MACHINE, cabinet, $80, 623-6373.

TAPPAN GAS STOVE,conv. air, self cln, brwn, $250/offer, 485-2352.

GARAGE SALE, june 3-4, clothing, houshld utens, etc., 4921 Gaywood Dr.

FOR RENT

CONDO, Kauai, slps 4, Princeville Complex, Oct. 7-14, $550, 486-3681.

APTS, SW, 1 & 2 bed., 747-4066.

MYRTLE BEACH CONDO, 2 bed, pools, jaczi, beach, 216-526-1258

WANTED

SCALE MODEL SHIPS, all kinds, assembled, 627-3904.

DOG CAGE, for Min. Schnauzer, 432-2192.

FREE

COLLIE, 2 yrs, male, 639-3695.

GAS FURNACE, forced air, Counterflow; dbl. sink, 432-2896.

MALE CAT, mixed , 4 yrs, blk, white spt, 486-3901 between 5 & 7 p.m.

Elex Club calendar

MAY 14, PAINT CLASS, Winter Scene, 9 a.m. to 4 p.m., 19-1 Conf. Rm.

MAY 16, 500 Club registration deadline.

MAY 17, Partizan Chapter Installation Banquet, Hall's Guest House, 12 p.m.

MAY 21, Reds vs. Cubs, trip to Cincinnati, departure 11:15 a.m.

JUNE 2, Pen El Board Meeting, "Charky's West," 12 p.m.

JUNE 7, Paint Class, Seascape, 6 p.m. to 9 p.m., 18-1 Conf. Rm.

JUNE 8, Pen El Social, Lester's Party Rm, 11:30 a.m.

JUNE 15, El Par Potluck, Foster Park Pavillion #2,

Ads
Building 18-3

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Address ______________ **City** ______________

Home Phone ______________ **Bldg.** ______________

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Signature

Specialty Transformer looks to improve its performance through employee involvement

"I want you to be part and have a say in everything we do in this business."

That's what Dan Lovinger, Specialty Transformer Operation manager, said to employees during meetings in the GE Club last week.

Lovinger said Transformer has made significant improvements in its performance over the past few years. But those improvements aren't enough to see STO through the 1990s.

"We've got to find new and innovative ways to compete in the transformer industry and get our plant margin (income) up to the GE company average," Lovinger said. "We need your ideas and suggestions on ways to reduce costs, improve productivity and enhance our quality and service."

Dan Lovinger (right) and Bill Parrrett, STO production employee, discuss employee involvement after an all-employee meeting last week.

Lovinger said he and his staff will make every effort possible to keep employees informed on both internal and external issues related to the Transformer and Power Supply operations.

"I'm going to do my best to improve my communication with you," he said. "I want you to feel free to tell me when there are problems or when you think there is something we can improve upon."

Lovinger shares good news, bad news

In his all-employee meetings last week in the GE Club, Dan Lovinger, Specialty Transformer manager, shared a few of the pluses and minuses associated with the Transformer and Power Supply operations in 1987 and '88.

The good

- **'87 was a very good year for sales,** up 11 percent over '86.
- **'87 Plant margin (income) was up** nearly 25 percent over that of '86.
- **Plainville, Conn. headquarters is allowing some customer service work to come back to Fort Wayne.** Some "specials" and orders for internal GE customers will be handled directly from the plant, instead of through Plainville Customer Service people, who do not have the data needed to process such orders on a timely basis.
- **New orders have been secured** from the GE Drive Systems, Speed Variator and General Purpose Controls businesses.
- **Granger, a large distributor, has changed from offering Jefferson transformers to GE transformers.**

The bad

- Despite improvements, **plant margin (income) is still far below GE Company average.**
- **Copper, aluminum and steel prices have shot out of sight.** Aluminum wire cost is almost double what it was a year ago.
- **A major Power Supply program for 1988 was delayed** until 1989.

Lovinger: "We are doing a very good job in an industry that is essentially flat. The only way for us to stay competitive in that industry is to improve even more — to prove to GE that it should continue to participate in the transformer marketplace from Fort Wayne, Indiana In the 1990s.

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

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GE News

Fort Wayne
Volume 70, Number 16
May 19, 1988

Broadway, Taylor Street employees get plant update at offsite meeting

Broadway and Taylor Street Motor Manufacturing employees tried a different approach to the traditional plant update last week.

Normally such meetings are held during production time – employees leave their work area and meet in the cafeteria or conference room to get the latest data on promises kept, plant costs, inventory and quality performance, and other key measurements.

Last week, about 250 employees volunteered to meet on their own time. Dinner meetings – one in the afternoon and one at night – were held at Lester's Party Room .

"I liked meeting this way better because it gave everyone the chance to be together in a relaxed atmosphere," said June Schoeff, assembler in Building 6-2.

"If people make the effort to show up outside the plant, you **know** they are interestred in their job. Now that we've had one and it went so well, I'll bet there will be 50 more people there next time."

Gloria Peterink, winder in Building 4-4, said she enjoyed the offsite meeting because it allowed her an opportunity to get reacquainted with friends atTaylor Street.

"I also enjoyed meeting the new people from Decatur that I hadn't seen before," she said. "The ones I've talked to seem to have a lot of enthusiasm."

Walt Noll, assembler at Taylor Street, said he too enjoyed the meeting. "They have meetings like that for the salaried people; why not have them for us ?" he said.

During the presentation, Fort Wayne Motor Plant Manager Pat Palmisano listed the major customers and competitors of both Taylor Street and Broadway.

In the small AC line, major customers include Digital Equipment, which uses GE motors in disc drive applications; Hewlett Packard, disc drive applications; Von Weise Gear, gears; Gast, vacuum pumps; Robinair, vacuum pumps; and IBM, computer fans.

Major competitors for small AC motors are Emerson, Fasco and Robbins & Myers.

> ***'If people make the effort to show up outside the plant, you know they are interested in their job.'***
>
> **June Schoeff, Building 6-2**

In the Broadway DC line, major customers include Textron – E-Z-Go, golf carts; GAL Manufacturing, elevators; Club Car, golf carts; Crown Controls, lift trucks ; GE Transportation, fuel pumps; Reliance Electric, speed controls; and Hyster, industrial vehicles.

Major competitors in the DC line include Prestolite, Ohio Electric, Indiana General, Baldor, Reliance Electric, and Pacific Scientific.

At Taylor Street, the major customers are Gast, compressors; W.W. Grainger, distributor; Carrier, refrigeration; ACME Engineering, industrial fans; Trane, commercial air;

Continued page 4.

1987 pension payments hit record $655 million

A record $655 million was paid under the GE Pension Plan to retirees in 1987. The total was 13 percent higher than the previous year.

1987 ended with 126,800 retirees or beneficiaries on the pension payroll.

In addition to retirees, more than 203,300 current GE employees are covered by the pension plan. Another 72,400 former employees have vested rights and are entitled to pension plan benefits when they retire.

GE pension payments are made from GE's Pension Trust, one of the largest and best-managed in the nation.

Despite the big drop in financial markets in the last quarter of 1987, the market-related value of the Pension Trust was $15.2 billion at year-end. This exceeded by about $2 billion the projected obligations of the Pension Plan to current retirees and those who will retire in the future.

"The GE Pension Trust must be large to keep GE pensions secure," says GE employee benefits manager Tom Burns.

"The trust's sound, long-term management approach means sudden market downturns, such as that of '87, should not worry GE retirees or employees who will retire in the future. Our continuing objective is to make sure the Trust is properly funded to pay the benefits employees and retirees have earned."

Burns said GE's benefit costs for pension service earned by employees during 1987 were $288 million. These costs were

Continued on page 3

QC officers are (standing from left) Phyllis Penrose, Elmer Matthews, Helen Deahl, Bill Bunnell, Richard Parlow, Thomas Zeser, (seated) Sharon Krinn, Lee Schnepp, Helen Miller, Ray Fischbach and (not shown) Don Hoffman.

Quarter Century Outing date set

Quarter Century Club officers met recently to discuss plans for the annual QCC Outing to be held on September 10 in the Memorial Coliseum.

Employees and retirees with 25 years of service or more are invited to attend for lunch, fellowship and prizes.

More information on the outing will be given in the **GE News** at a later time.

Decatur to Fort Wayne bus service under consideration

GE is currently in discussions with the Fort Wayne Public Transportation Corporation (PTC) about the possibility of providing round-trip bus service from Decatur to Fort Wayne GE operations on a Monday-thru-Friday schedule.

The service would be offered for a nominal fee to Fort Wayne GE employees who live in or near Decatur. The bus would leave the Decatur plant parking lot, take employees to their respective GE facility, and return to Decatur at the end of the shift.

This program will be implemented if enough employees express an interest. They can do that by filling out the coupon accompanying this article. Employees are asked to submit the coupon only if they are reasonably certain that they would participate if the program were to be launched. The coupon is in no way binding.

√ Yes, I'm interested

in the possibility of riding the bus to and from Decatur & Fort Wayne daily.

Name(s)________________________

GE location ________________________

GE telephone____________

Shift________

Home town________________

Please name each GE employee in your family who is interested in riding the bus. Clip this form and send it intra-company mail to Fred Andrews, Decatur Relations manager.

--------------------------------------fold--------------------------------------

G. E. CLUB, FT. WAYNE - BALLOT

President:	Phil Herrick	☐	Pres. elect:	John Campbell	☐
(write in)	____________________	☐	(write in)	________________________	☐
Director 1.	Doug Imbody	☐	Director 2.	Dennis Sherman	☐
	Sara Bubp	☐		Marv Larue	☐
(write in)	____________________	☐	(write in)	________________________	☐

Fold, staple or tape, and mail or drop off at East Broadway gate. Must arrive by June 13, 1988

--------------------------------------fold--------------------------------------

Phil Herrick: Sr. Mfg. Eng.
Motor Mfg. Dept. 38 yrs service
Incumbent President
Manager, Table Tennis League

Doug Imbody: Group Leader
Motor Accounts Payable 15 yrs serv.
Incumbent Director
Softball, basketball, bowling

Sara Bubp: Secretary
Transformer Engineering 22 yrs. serv.
Bowling, Christmas party, Bingo

John Campbell: Methods Specialist
ACSD Mfg. Eng. 23 year service
Past Director, Secretary
Basketballer

Dennis Sherman Toolmaker
Motor Adv. Mfg. Lab 23 Years Service
Manager Volley Ball League.

Marv Larue Tooling Engineer
ACSD Mfg. Eng.
Manager Golf League

------------------------------------fold------------------------------------

BALLOT 18-1
General Electric Co.
Box 2204
Ft. Wayne, In.
46801

------------------------------------fold------------------------------------

Record year for pension plan

Continued

reflected in the results of each GE business. Employees contributed $102 million.

Improvements increase obligations

Burns pointed out that GE's pension obligations increase when Pension Plan benefits are improved. For example, guaranteed pension tables were increased in 1985 and 1987. Career pensions were updated in 1986, and the career benefit formula was adjusted that year.

At the beginning of '88, GE voluntarily increased the pensions of all retirees and beneficiaries who retired before July 1985. The increase included special provisions intended to provide substantial boosts for those who retired in the 1950's, '60's and '70's, and many of these long-time retirees received hikes of more than 40 percent. All those eligible received an increase of at least three percent. The average increase was 7.7 percent.

GE also paid $196 million for retiree health-care benefits and other insurance benefits to retirees in 1987.

In memory

Henry J. Bubb, 334 W. DeWald, died April 21. He retired from GE in 1971.

Russel G. DeVeny, 15310 Coldwater Road, died April 28. He retired from GE in 1969.

Charles Dunbar, 2053 Phenie St., died April 27. He retired from GE in 1975.

GE News

Produced weekly for employees in Fort Wayne, Indiana.

Jim Martin, managing editor
Vance Meyer, editor

June 29 deadline for insurance claims

To be sure of receiving payment for 1987 expenses covered under GE's Comprehensive Medical Expense Insurance and Dental Assistance Plan, claims must be submitted to the insurance company by June 28.

Insurance plan provisions specify that in order to receive benefits, you must submit your claims not later than 180 days after the end of the calendar year in which the expenses are incurred unless you can show it was not reasonably possible to do so.

"GE medical and dental insurance is among the best in the industry," said Homer Jennings, manager of benefits. "We can make sure of receiving our benefits by not being late filing our claims."

Motor employees may pick up claim forms in the 18-1 Personnel Accounting office or at benfits tables located in the plants. Transformer employees may get theirs from Sharon Bynum in Employee Relations, Building 26-2. Aircraft employees may get a form from any secretary.

Ads

FOR SALE

'87 PLYMOUTH HORIZON, cruise, 89,000 mi., $5,000/offer, 485-2352.

'86 FORD MUSTANG GT, loaded, 14,000 mi, 219-724-8082.

VIDEO CAMERA/VCR, GE VHS, $500 for complete set, 483-4578.

'87 TERRY TRAVEL TRAILER, 28', well equipped, 627-2975.

ALUMINUM CRUTCHES, adult, adjust., $10, 744-0773.

SWIMMING POOL, almost new, 24' rnd, above grnd., 1 yr. chem., $800, 432-5180.

CEMETERY LOTS, 4 for $500, (904) 343-6039.

'84 CHRYSLER LAZER, blk, 5 spd, electron. dash, loaded, 543-2466.

'73 DODGE POLARA, ps, pb, auto., V8, 375-3622.

HOSPITAL BED, $75, 486-4529.

RANCH HOME, Hi-Land Downs, N. Haven, 3 br, 2 bath, fam. rm, ac, 13 yr., $59,900, 493-1980.

WANTED

MOWERS OR PARTS, GE Elec. Trac, E-14 or 15, 447-9285.

SLEEP ROOM, from July 11, Mon.-Thur. hrs., married male commute, 432-0914.

EXPERT PAINTING, exterior, free est., 482-8988.

TOY TRAINS, Lionel & American Flyer and Marks, 219-724-8011 after 5 p.m.

Ads

Build. 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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______________________ **(Please print neatly)**

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News.** No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________
Address ____________________ **City** ____________________
Home Phone ____________________ **Bldg.** ____________________

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Signature

Five Children of Fort Wayne GE employees among students across nation to win STAR, ACE awards

STAR/ACE winners shown from left are Michael Fischer, Mattew Elliott, Holli LaVigne, Ralph Krisher and Theresa Carrico.

Five children of Fort Wayne GE employees were awarded either STAR or ACE scholarships for their outstanding academic accomplishments and extracurricular activities in high school.

Fort Wayne **STAR** (Student and Teacher Achievement and Recognition) Award winners are:

- **Mattew Elliott**, son of John Elliott, Motor Marketing. The South Side High School senior plans to attend the University of Michigan, major undecided.
- **Michael Fischer**, son of Hank Fischer, Motor Technology. The Homestead High School senior plans to attend Washington University as a pre-med student.
- **Pamela Grunwald** (not pictured), daughter of Ron Grunwald, Aircraft Production Planning. The Interlochen Arts Academy (Interlochen, Mich.) senior plans to attend Indiana University and pursue general studies.
- **Ralph Krisher III,** son of Ralph Krisher, Motor Legal. The Homestead High School senior plans to attend Wabash College to study chemistry.

Star recipients are awarded $1,000 to be applied toward their education at a four-year college or university. In addition, the student's high school receives a $500 grant. Use of the grant will be suggested by a teacher selected by the STAR winner.

Fort Wayne **ACE** (Award for Career Education) Award winners are:

- **Theresa Carrico,** daughter of Patrick Carrico, Taylor Street Area Services. The Norwell High School senior plans to attend Huntington College to study elementary education.
- **Holli LaVigne,** daughter of William LaVigne, Aircraft Manufacturing Engineering Lab. The North Side High School senior plans to attend Bauder Fashion College to study fashion design.

ACE recipients are awarded $500 to be used toward their education at a two- or three-year community or vocational college. In addition, the winner's high school gets a $250 grant. Use of the grant is suggested by a teacher selected by the ACE winner.

Winners are selected from hundreds of applicants around the country. The competition is independently administered by a non-profit scholarship service organization.

Palmisano updates plant employees

Continued from page1.

Hobart, food processing; and Memorex, disc drives.

Taylor Street competitors include Emerson, Century, Marathon and A.O. Smith.

Palmisano updated both plants on their performance against the key measurements that are used to determine just how effective the plants are in trying to win customers and ward off competitors.

Some of those measurements include promises-kept, productivity, inventory days and dollars, quality parts- per- million, overtime, absenteeism and safety.

He also discussed the cost pie for each plant. At both Taylor Street and Broadway, hourly compensation and benefits represent the biggest share of the plants' entire operating cost. Direct material is the second biggest cost – and one that has shot up dramatically over the past year.

"Overall, I can tell you that we've made significant progress in both of our Fort Wayne plants," Palmisano said, "but we can never let down. 1988, 1989 and beyond look extremely challenging for us.

"With investments that we are putting into our plants and a continuation of the Self-Directed Workforce, I believe our operations will be positioned for success in the 1990s."

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GE News

JUN 2 1988
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Fort Wayne
Volume 70, Number 16
May 26, 1988

Postella Wilson, Taylor Street shaft area, talks about quality with Tom Clark, Springfield plant manager, Jack Reith, Wire Mill manager, and Tom DeLong, manager of forecasting and materials programs.

Plant managers evaluate implementation of CMC in Fort Wayne operations

Plant managers from throughout GE Motors visited Fort Wayne last week to tour the Broadway and Taylor Street plants.

Purpose of the tour was to evaluate each plant's progress toward implementing the three elements of Contemporary Management Concepts (CMC): cycle reduction, quality improvement and employee involvement.

It was the third plant CMC evaluation — Reynosa and DeKalb being first and second — that the managers have conducted.

"The real value of the evaluations," said Fort Wayne Plant Manager Pat Palmisano, who has attended all three, "is that it allows each plant manager to gain and share ideas for implementing CMC in his plant. Secondly, it gives us an opportunity to spend an entire day concentrating on concepts that are critical for our success in a global marketplace."

Overall, the visitors gave good ratings to both Fort Wayne plants — Taylor Street for its sustained involvement in reducing cycles, improving quality and implementing the Self-Directed Workforce, and Broadway for its impressive improvements in those three areas.

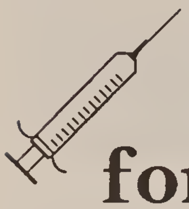
"Broadway has come a long way in recent months," Palmisano said. "The plant managers were impressed with the fire and enthusiasm they felt as they talked to people there."

At Taylor Street, a great deal of attention was given to how CMC philosophies are being integrated into plans for the Decatur transition. As a follow up, Palmisano and members of his staff will meet with outside consultants next week to facilitate ideas for further incorporating CMC into the plant layout.

People impressive

"What impressed the plant manag-

Continued page 4.



Who's getting stuck?

Fort Wayne GE Motor, Transformer cost for health-care reaches $6.5 million in 1987

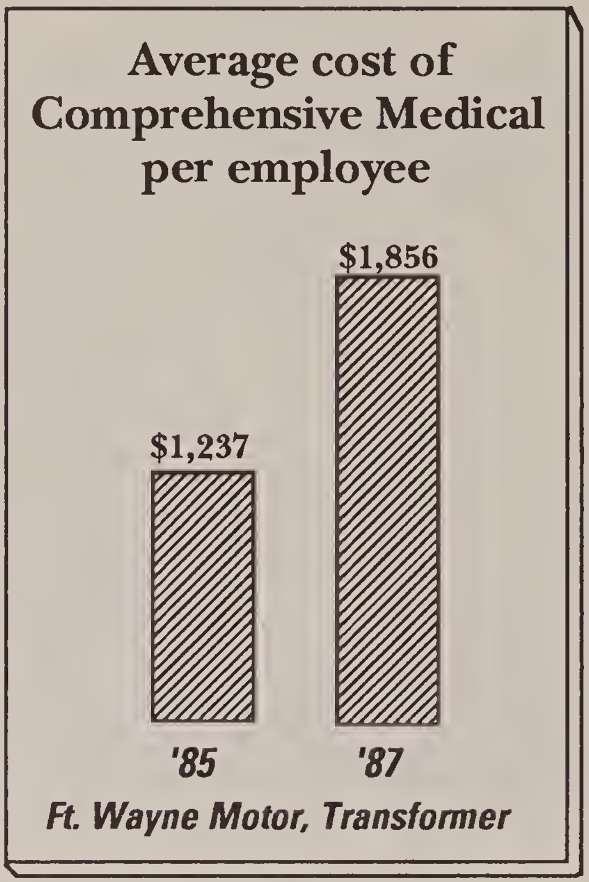
The average cost of paying Comprehensive Medical Insurance claims for each Motor and Transformer employee in Fort Wayne rose 50 percent from 1985 to 1987, according to Tom Callant, manager of health-care cost and compensation.

The average cost per-employee in 1985 was $1,237, compared to $1,856 in 1987. Adding Weekly Sickness & Accident Insurance, dental insurance, Worker's Compensation, Salaried Continuance Pay and Hourly Sick Pay, the '87 per-employee average health-care cost was $2,623.

"The market price for medical services – particularly hospital services – has skyrocketed over the past couple of years," Callant noted.

Contrary to what many people believe, he said, GE's insurance carrier does not foot the bill.

"Connecticut General **manages** our insurance plan; it doesn't pay for employee's claims. That cost comes directly out of the pocketbook of each GE business and through employees' shared payments," said Callant.



In 1987, the Motor and Transformer businesses paid out approximately $5 million in Comprehensive Medical Insurance costs for their Fort Wayne employees. The total Fort Wayne Motor and Transformer health-care cost for '87 – including the costs for Weekly S&A, etc. – was $6.5 million.

"$6.5 million really has significance when you consider that that's the entire amount slated for Fort Wayne Motor plant investment over the next year and a half," Callant noted.

Rising health-care costs damage GE's ability to compete and earn a profit, he said, and that has a negative impact on job security.

"Ultimately, each one of us bears the brunt of rising health-care costs. That's why it is extremely important that employees make a conscious effort to be wise consumers of medical services."

Tips for becoming a wise consumer of health-care services

√ **Shop around** for the doctor, hospital or pharmacy which offers the best combination of quality and price. Ask a qualified source, such as your company doctor, insurance company or local referral service.

√ **Read your bill.** Don't pay for anything you don't understand. It's your right to request information pertaining to these charges.

√ **Ask questions.** Don't be afraid to "bother" the doctor.

√ **Get a second opinion** – especially for surgeries (Don't forget about the Second Surgical Opinion requirements of the GE Insurance Plan.).

√ **Ask if your surgery can be done on an out-patient basis.** No sense paying hospital bills if you can recover at home.

√ **Ask your doctor if the medicine he prescribes can be replaced with a generic** (GE waives deductibles for generic drugs.)

√ **Avoid weekend hospital admissions.** Don't let the doctor put you in the hospital before he goes off on a weekend ski trip. There are exceptions. The GE Plan's Hospital Review Program helps protect employees from unnecessary admissions.

√ **Use the hospital emergency room for true emergencies only.** It's the place to go, for example, if you are having a heart attack or if you've broken a leg. ER care is too expensive for colds or other non-threatening conditions.

√ **Avoid being a health-care consumer in the first place.** Take steps to prevent illness through good diet and regular exercise. Avoid stress or take measures to control it. If you've got the habit, kick it. Don't abuse alcohol or drugs. And always remember to use your safety belt.

√ **Remember, you are the customer.** The days of doctors having the final say are over. The past few years have brought many changes in the health-care industry and in the expectations of patients as consumers.

Welcome Decatur transfers

Fort Wayne GE welcomes the following Decatur transfers.

Linda Roop, Taylor Street; Carolyn Shoaf, Building 4-1; Sandra Waterman, Taylor Street; Kevin Geyer, Building 4-2; Randall Vetter, Specialty Transformer Operation; Jeffrey Wheeler, Taylor Street; Dennis Fairchild, Building 4-2; Carolyn Cornett, Building 4-2; and Linda Kirchner, Building 4-2.

Fire School set

GE Volunteer Fire Department members are asked to attend fire training on June 6, 7, 9 or 10.

Available times are 7:30 to 10 a.m.; noon to 2:30 p.m.; or 3:30 to 6 p.m. Members should sign up with their supervisor or production coordinator. Or call Lucy Woods, Ext. 2101.

S&SP report

Here are the prices used to credit Savings & Security Program accounts in April.

GE Stock, $40.825; S&S Mutual Fund, $28.902; U.S. Savings Bonds, 50 percent of face value; and HP Fund and Money Market Fund, $10.

Year-to-date annual income rate for the HP Fund was 12.4 percent for '85 investments; 10.4 percent for '86; 9.3 percent for '87; and 9.3 percent for '88.

The LT Fund price for the last day of April was $11.09. The YTD annual reinvestment income rate for the LT Fund was 9.2 percent; and for the Money Market Fund, 7.0 percent.

Ads

FOR SALE

78 BUICK REGAL, 2 dr., loaded, 68,000 mi., $2,500, 424-0221.

'85 RENAULT ENCORE, streo, air, 37,000 mi., $4,000, 432-5035.

OAK KITCHEN CABINETS, bar, sink, range, dishwshr, $1,500, 627-3954.

MOBILE HOME, 14X70', lot, p'toon, boat, Jimm. Shores, 724-2583.

KITCHEN APPLIANCES, refrig,, dble oven, dishwshr, cooktp, 456-1526.

'83 BUICK REGAL, pwr locks & seat, cass. streo, blue, $4,900, 639-3300.

'76 GRAND PRIX, runs good, $900, 486-4272.

MOBILE HOME TIE DOWNS, anchrs, cble, 35' long, 489-9547.

SOFA, Smith Bros. Berne, Green twd., col. style, $100, 747-3437.

HIDE-A-BED, 2 match side chrs, 745-9641.

'77 OLDS DELTA 88, ps, pb, ac, runs good, 447-0115.

'87 TERRY TRAVEL TRAILER, 28', slps 6, like new, 627-2975.

EXERCISE BIKE, $25, 486-4529.

WASHER/DRYER, hvy duty, $400, A-1 cond., 489-4744 after 2 p.m.

4-15" TIRES, on Ford van rms, caps, $80, 489-3844.

BASEBALL CARDS, '86 sportflics, $25 set, 483-4280.

4 TIRES, 185/76R14, $60, 483-4005 after 6 p.m.

'85 BAYLINE OUTBOARD, 16 1/2', 85 hp, used 20 hrs, 637-3266.

SOFA & CHAIRS, 745-5244.

TIRES, 4-20575R14, 2-snow 78R14, $25 all, 485-5214.

NEIGHBORHOOD GARAGE SALE, 6/4, South of McMillen Prk.

ANTIQUES: chest, office chr, desk, ice cream chrs, 632-4733.

SIZE 12 CLOTHES: jackts, tps, coats, good cond., 482-2218.

YARD SALE, 6/3&4, 949 Bell Ave., New Haven, 493-1431.

'83 LYNX L, 4 spd, cruise, clth, blue, good shape, 1-833-2996.

24' PONTOON, 35 hp, lake pier hrdwre, 632-4001.

WOMEN'S SHOES, some never wrn, 10 AA, $1 & $2 pr, 749-1229.

2 COLOR TVs, RCA, one remote, both stands, 219-483-7383.

'71 HONDA 350, xtras, ex. cond., $395/offer, 485-2352.

'87 MOBILE HOME, 2 bed, ac, appl., xtras, on lot, 639-6061.

'87 CAMARO, v-6, auto, ac, cass. streo, ex. cond., 637-3301.

FREE

KITTENS, 6 wks, weaned, bx tr., 2 blk, 2 grey, 1 gld, 639-3418.

FOR RENT

LAKEFRONT COTTAGE, Adams Lake, 1-854-4019, 854-2667.

MYRTLE BEACH CONDO, beach, in/out pools, racktbll, 216-526-9408.

FURNISHED COTTAGE, Goose Lake, wk, mo., season, 219-244-6255.

WANTED

TOY TRAINS, Lionel & American or Marks, 219-724-8011 after 5 p.m.

KITCHEN APPLIANCES: refrig., under 16 cu. ft., gas stove, 749-2898.

SLEEPING ROOM, 4 nights/wk, commut. male, 432-0914.

YOUTH BED, 747-5487 after 5 p.m.

Ads

Build. 18-3

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________
Address ____________________ **City** ______________
Home Phone ____________________ **Bldg.** ______________

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Signature

Plant evaluation

Continued from page 1.

ers most about Fort Wayne was our people,” Palmisano said.

“They talked with employees who had attended our CMC workshop last March, and to people who had taken the Working course or who were involved in work team and issue team projects.

They also talked to our union officials, and were delighted with the support that they give us in implementing CMC concepts.

Through the course of the day, it became apparent to them that we understand the value of CMC, and that we are making it work in Fort Wayne.”

Annie Bryant, Building 6-3, discusses Self Directed Workforce with John Blair, manufacturing engineer. Blair went on the plant tour with the plant managers.

GE Theater returns to network television; first new production to air this weekend on NBC

GE Theater, building on its three-decade legacy of quality programming, returns to network television with a special Memorial Day weekend telecast of NBC TV’s “To Heal a Nation.”

The powerful fact-based drama, chronicling the behind-the-scenes struggle of how the Vietnam Memorial came to be erected in Washington, D.C., will be broadcast Sunday, May 29, from 8 to 10 p.m. on Fort Wayne TV 33.

“GE Theater has been responsible for some of the most memorable productions in television history,” said Barbara Parsky, manager of corporate advertising for GE. “The company has always been comitted to its tradition of bringing quality telecasts to American viewing audiences.”

Since it premiered (“Wedding Day” starring J. Carrol Naish) on Feb. 1, 1953, GE Theater has sponsored almost 300 television productions. Its reputation for excellence attracted many of the entertainment industry’s most distinguished performers, incuding Ethel Barrymore, Jack Benny, Bette Davis, James Dean, Henry Fonda, Charlton Heston, Barbara Stanwyck, and Joanne Woodward. A total of 33 Academy Award-winning actors have appeared in GE Theater presentations.

In addition, the quality of GE Theater attracted stars like Alan Ladd, Joseph Cotton, Myrna Loy, Fred MacMurray and James Stewart to make their first appearances on television. Eric Roberts joins this impressive roster by making his TV movie debut in “To Heal a Nation.”

“Just as GE has built a reputation for creating top-quality products, from light bulbs to aircraft engines,” continued Parsky,” our role as sole sponsor of GE Theater enables us to work with the best creative talent available to develop superior television programming. In addition, a solely sponsored program featuring compelling entertainment that wraps around ten to twelve minutes of advertising becomes a very strong vehicle to communicate company messages.”

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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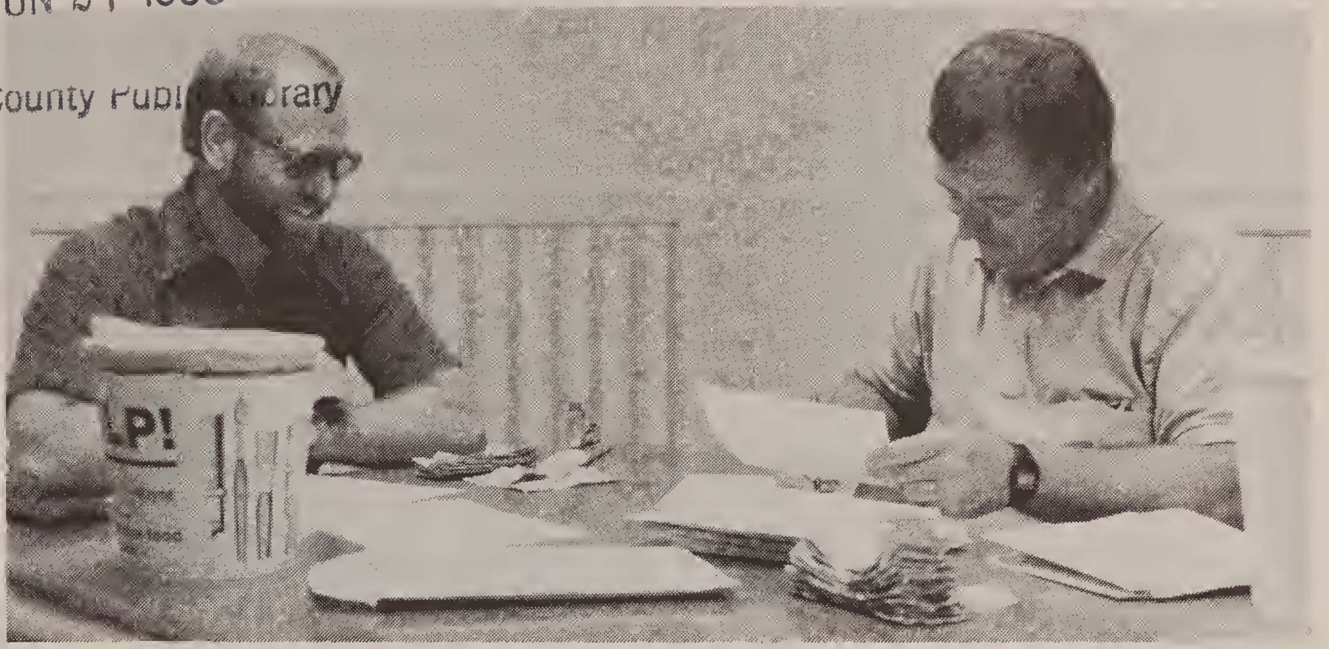

Mike Bultemeier and Ron Fee of the IUE count money from the food drive.

Employee Food Drive nets $17,500, 1,090 pounds of food and supplies

A new cash record of more than $17,500 was set for the annual Employee Food Drive for the Associated Churches Food Bank System this year. Previous cash record set last year was $11,500.

The cash total represents employee gifts and GE Foundation matching through the "More Gifts...More Givers" program.

Employees also gave 1,090 pounds of food and personal supplies.

"The Food Drive results really say a lot about the kind of people we have working here at GE," said Jim Martin, who served on the organizational committee. "Our commitment to the needy in this community grows stronger every year."

Behind the scenes, Martin noted, is a cast of volunteers, including members of the IUE, the IAM and the Elfuns, who spend time planning, collecting gifts and counting money.

"On behalf of the Associated Churches and the Food Drive organizational committee, I'd like to thank everyone for a truly outstanding gesture of goodwill."

Introspect 'sales effectiveness' team tackles five areas for improvement

*NOTE: Last week's **Motor News** reported that seven key opportunities for improvement in GE Motors were identified through Introspect. This article tells about one of those areas — sales effectiveness. Other areas will be discussed in subsequent weeks.*

"Customers tell us that ease of doing business with us is just as important as price, quality or any other element of our product or service." So said Terry Gautsch, manager of the Customer Service Operation who leads the Introspect team assigned to address "sales

Continued on page 4

Health-care plans, pensions, competitive situation subjects at last week's GE/IUE negotiations

Insurance, pensions and the competitive situation for GE's businesses were the principal subjects covered in last week's national negotiations between GE and the IUE.

The company made a presentation on the medical and dental insurance plans. GE expressed concerns about the rapid rise in health-care costs. These costs are charged directly to each GE business and affect the business' competitiveness. Company negotiators said the average per-employee cost for the medical and dental plans in 1987 was $2,811, and increase of more than 15 percent over 1986. GE negotiator Don Doulong told the union bargaining committee that escalating health-care costs are one of the most significant cost problems facing GE businesses.

There was also a presentation on the GE Pension Plan. GE bargainers discussed the company's approach to pensions and reviewed how the Pension Plan works. There was a detailed description of the new laws and regulations which affect pensions. These laws will require modifications and changes in the design of the Pension Plan.

The company also covered the accounting rules which must be observed in determining pension costs. The difference between the company pension costs and GE Pension Trust funding was explained. Despite solid funding position of the Pension Trust, company bargainers explained that any benefit improvements must be charged to GE's operating businesses.

During the week there were discussions on union proposals regarding organizing. The company also made a presentation on the outlook and competitive situation for GE businesses.

Negotiations resumed on Tuesday, June 14.

(from left) Jim Martin, manager- union relations and communication, presented Neloms with a Phillippe Award plaque and check. Neloms turned the check over to Maggie Gallien of the Limberlost Girl Scout Council.

Neloms receives Phillippe Award

Lois Neloms, manager of employment in Fort Wayne, was among 28 GE people companywide to receive the Gerald L. Phillippe Award for outstanding contributions in public service.

Neloms serves as a volunteer leader in a number of community organizations, including the Limberlost Girl Scout Council, Board of Family and Children's Services (counseling), American Red Cross, American Cancer Society, Washington House (drug rehabilitation), Zonta International, Civics (fundraising), American Business Women's Association, and the Indiana Private Industry council.

She received an award plaque and a check for $1,000 to be donated to a nonprofit organization of her choice. Neloms chose to give her award money to the Limberlost Girl Scout Council for its in-school scouting program.

Other Motor employees who were recognized as outstanding community-service volunteers were Jeff Kast, Tell City plant; L. Mona Prewett, Atlanta sales office; Will Duncan, Hendersonville plant; Garry Stonehill, Reynosa plant; Felipe Saucedo, Jr., Fort Wayne Engineering; and Allan Pemberton, Jonesboro plant.

Quarter Century members reminded of outing date

Employees with 25 or more years of service are reminded that September 10 is the date set for the Quarter Century Club Outing.

Lunch, fellowship and prizes are highlights of the annual event to be held in the Memorial Coliseum.

Shoemobile set

The Safety Shoemobile is scheduled to visit GE plant locations from 6 a.m. to 4 p.m. on the following dates:

- East Broadway, June 21.
- West Broadway, June 22.
- Taylor Street, June 23/24.

GE Motors

Motor News

7 opportunity areas identified through Introspect

What is Introspect? What are its goals? Who is involved? How does it fit into Motors' overall strategy? These and other questions are addressed in this interview with Motors' Organization and Staffing Manager Mike Humenik.

MOTOR NEWS: What, exactly, is Introspect?

HUMENIK: "It is a process of continually questioning what we are doing, why we are doing it, and how we can change to be more responsive to customers. Through Introspect, we look at a given activity and ask, 'Does that activity increase customer satifsaction or give us a competitive advantage?' If the answer is no, we shouldn't do it.

"The goal is to instill in our business a much stronger focus on customers. It helps us evaluate ourselves through the customer's eyes."

MOTOR NEWS: How does Introspect fit into Motors' basic strategy?

HUMENIK: "It's consistent with our goal of being a responsive, low-cost, customer-driven organization. It works hand-in-hand with other major thrusts such as Contemporary Management Concepts (employee involvement, cycle reduction and quality improvement)."

MOTOR NEWS: Who is involved in Introspect, and how does it work?

HUMENIK: "Introspect ultimately involves every employee. The Introspect process began late last year with a team of managers, appointed by our Vice President David Genever-Watling, and GE Corporate consultants. Included on that team were Steve Riedel, Motor Programs general manager; Guy Rhoades, commercial and industrial sales general manager; Mike Jefferies, Motor Operations general manager; Dan DeForrest, Motor Finance general manager; Don Bussick, Motor Manufacturing general manager; and myself.

"During November, December and January, that team collected a wealth of data to help determine what customers think of our business and their expectations for us, and what we are doing to meet their needs.

"The team met with top managers of 15 key customers in each major market segment — heating and air-conditioning, commercial, industrial, appliance and distribution. They also conducted in-depth interviews with Motor business team members to get their view of customer expectations in today's markeplace.

"The Introspect team also collected data on our internal activities.

Continued page 4

Introspect team members review customer inputs. Shown (around from center) are: Mike Jefferies, Operations general manager; Amy Kaiser and Herb Schneider, GE consultants; Mike Humenik, organization and staffing manager; and Guy Rhoades, commercial and industrial sales general manager.

Motor News to be published monthly

Every Motor plant and office site will begin receiving the **Motor News** on a monthly basis. In Fort Wayne, it will take the place of one **GE News** per month.

"The objective of this publication," explains Communication Manager Jim Martin, "is to keep all of our Motor populations — and those in the Fort Wayne Transformer and Aircraft businesses — informed on the most recent major developments in the business. We will also provide feature articles on various Motor plants and tell you what employees business-wide are doing to stay competitive."

Employees with story ideas for the **Motor News** are encouraged to drop a note intra-company mail to Vance Meyer, editor, Building 18-3, Fort Wayne.

Getting to Know Jonesboro, Arkansas

LANNY FIELDER, STACKER: "If I see a bad part coming to me, I can stop my machine and do something about it myself."

CHARLES CRAIG, SET-UP OPERATOR, STATOR AREA (posing with kanban squares): "People now have more responsibility...As a result, our productivity and quality have gone up."

ANITA BOWMAN, ASSEMBLER: "This is a family plant... I have no regrets at all about my 30 years with GE."

The place...

*W*elcome to Jonesboro, Ark., home of the first GE Motor Manufacturing plant to be featured by **Motor News.**

Jonesboro, population 36,000, is located about an hour and a half northwest of Memphis, Tenn. It is a college town, playing host to some 8,400 students of Arkansas State University.

GE is one of many large companies in town, including Dupont, Dana, FMC, Colson, Hytrol, Riceland Foods, Delta and Lincoln PentAir.

Just a stone's throw away is Paragould, Ark., home of an Emerson Electric plant which makes motors for the laundry market. Other Emerson plants are located in Rogers Arkansas (That plant produces motors which compete directly with those produced at the Jonesboro GE Motor plant.), Mena, Ark. (Emerson's U.S. Electric Motor subsidiary which makes industrial motors.), and nearby Kennett, Missouri, which makes motors for weed eaters and like products.

The plant...

The Jonesboro Motor plant employs nearly 400 people. They make four primary types of miniature motors — an aluminum-case model used in home appliances, a model used largely for wall heaters and commercial refrigerators, a model used in pump applications, and another model which is sold to the heating and air-conditioning market.

Most of the plant's capacity is dedicated to the appliance business.

"You could say that we are an appliance motor plant," said Bill Edington, production manager, "but we report, to some extent, to every business team."

Several million dollars in world-class equipment was purchased for the plant in the early eighties to make it competitive in the high-volume appliance market. Investments have continued steadily since that time, and it is expected that more will be spent on equipment and tooling this year.

Gregg Goodner, formerly manager of after-sales service and GE Transportation Services, is the newly appointed plant manager in Jonesboro.

The people...

Average employee service is 24 years. That experience, says Plant Relations Manager Don Bores, is one of the Jonesboro plant's greatest assets.

"Because our products are so diversified and seasonal, employees are many times asked to switch from one job to another. Because of their vast motor-making experience, our people are able to adapt well to change."

"I would describe the average Jonesboro employee as hard working," said Geraldine Jones, a machine attendant with 31 years' service. "Most of us were born and raised right here in this area."

Says Asssembler Anita Bowman, "This is a family plant." "We've shared happiness and grief, and

Continued on next page

Jonesboro plant continued

we've watched each other's children and grandchildren grow up together. I have no regrets at all about my 30 years with GE."

CMC at Jonesboro...

Contemporary Management Concepts are becoming a way of life in the Jonesboro plant. The three elements of CMC — cycle reduction, employee involvement and quality improvement — have taken shape in one form or another here.

A year ago, 15 Jonesboro employees took part in an 18-week self-taught video training program on the basics of just-in-time inventory. Participants divided into two groups and selected two areas of the plant in which to apply the concepts they learned.

Group focuses on winding area

One group focused its efforts on reducing in-process inventory and improving flow in the appliance motor winding area. Group members held several meetings to plan an area rearrangement consistent with JIT principles.

Under the old layout, winding machines were clumped together and used interchangeably. Several wire changes were required, and that meant long set-up times and "cushion" wire supplies.

The new layout has winding machines "dedicated" to specific types of motor production. One row of machines, for example, is used solely for producing windings which go to leadless motor assembly.

"This arrangement saves a lot of time," said Marilyn Adams, an hourly production facilitator who took part in planning the rearrangement. "Now it's easier to keep track of what goes where. And we don't have to make as many wire changes. It really hit a home run with the operators."

The group also rearranged file cabinets and removed storage racks to free up space. "It helps you see a lot better and makes you more efficient," Adams said.

Another critical aspect of the new winding system is a preventive maintenance program. "With preventive maintenance, equipment works in the best and worst of times," says Noah Kee, maintenance operator who took part in planning the winding area rearrangement.

Set-up time reduced in stator area

The second group cut set-up times by more than half in the stator area. The set-up person, Charles Craig, now controls the area's schedule in addition to his set-up duties.

"This is the perfect arrangement," said Edington. "By taking care of the schedule, Charles knows exactly what's coming next, and that helps him prepare for set-ups."

To further maximize the efficiency of changeovers, each machine operator is assigned to assist Craig with the set-up. A new arrangement of equipment gives Craig and the operators more room to work.

In-process inventory in the stator area has been reduced significantly through the use of "kanban" squares. These are blocks painted on the shop floor which represent various stator models by stack height (see top middle photo, page 2). They serve as visual indicators of when a certain stator model is needed. Tote boxes containing specific stator models are stacked on top of the squares. When the model "A" (simplified) square has a full stack of tote boxes on it, the operator knows to stop producing model "A" stators. When the model "A" square has no tote boxes or few tote boxes stacked on it, the operator knows to begin producing more model "A" stators.

"The kanban squares ensure that we are building stators as needed, or just-in-time for the next operation," Edington said. "They are part of an overall concept change from a "push" system to a "pull" system.

Self-direction going strong

Plant improvements such as those above have been made possible through the sharing of ideas among the Jonesboro workforce. Some 18 Self-Directed Workforce teams have taken ownership for a variety of issues related to quality, customer promises, safety, cost and others.

"People now have more responsibility," Craig said. "As a result, our productivity and quality have gone up...and people feel like they are part of the business."

1988 year-to-date is a record productivity period for the Jonesboro plant. And quality costs have reached an all-time low.

"If I see a bad part coming to me, I can stop my machine and do something about it myself," said Lanny Fielder, stacker. "And if the person down the line from me finds a bad part, he can do the same."

Adds Bores, "That's really the key to our plant's future — employee ownership. Our people know more about making their type of motor than anyone else in the industry. It logically follows that we should listen to their ideas and suggestions and involve them in the decision-making aspects of the plant wherever possible."

Marilyn Adams and Inez Griffin finish stators in the new winding line.

Introspect

Continued from page 1.

"They asked managers and supervisors from throughout the business to supply a report of all work activities performed by every employee."

MOTOR NEWS: What did you do with the data?

HUMENIK: "The team reconvened the first week of February to analyze the feedback from our customers and data collected internally. Through this analysis, we were able to identify opportunities for improving our business."

MOTOR NEWS: What were they?

HUMENIK: "The opportunities for improvement which we identified fall into seven critical business processes, and each has been assigned a goal:

- **Quality** — improve our quality to 100 parts-per-million.
- **Application Engineering** — Focus effort and increase effectiveness through closer technical interface with the customer — utilize this as a business strength and competitive weapon.
- **Pricing** — Optimize GE Motors' process for establishing and implementing price.
- **Cycle time** — achieve a total cycle time of two weeks from when the customer orders his product until it arrives on his dock.
- **Product management** — develop and implement an improved product structure and product development process.
- **Sales effectiveness** — provide customers with immediate responses to requests for data and quotations, and substantially reduce delays in entering orders.
- **Management structure** — significantly reduce the number of managers and management layers to improve communication and responsiveness."

MOTOR NEWS: Sounds like a tall order.

HUMENIK: "Your right, it is a tall order — probably one of the tallest ever for our business. But addressing these issues is critical to our success.

"David Genever-Watling has said that these efforts should be top priority."

MOTOR NEWS: Once these issues have been addressed, will introspect be over?

HUMENIK: "First, we have a long way to go before these issues are off the table. Secondly, in answer to your question, no. As other issues arise in the business, additional teams will be formed. Introspect is a process which we can use to solve problems continually in the years ahead."

MOTOR NEWS: What's next?

HUMENIK: "Implementation was kicked off in March. Teams were assigned to begin making plans for improvements. Leading the teams are Roshan Chhabra, commercial program general manager; Greg DeLaney; manager of heating and air-conditioning production planning; Butch Gould, appliance program general manager; Hank Fischer, air-moving motor Engineering manager; Terry Gautsch, Customer Service manager; and Al Kruetzman, manager of heating and air-conditioning sales operation. Several additional support teams have been formed to break down the tasks into manageable pieces.

"The teams meet weekly to plan their work and monitor progress. Team leaders meet bi-weekly with the Motors staff to review their progress and seek help when necessary."

MOTOR NEWS: What should employees expect in the coming weeks?

HUMENIK: "Employees may be called upon to support some element of the implementation. It is going to be an extremely challenging process — especially given the fact that everyone who gets involved does so outside of the realm of their normal duties. We've appreciated the support we've received already from the team participants, and we're looking forward to working with others in the organization as we move forward."

Articles pertaining to specific Introspect activities will be published in subsequent weeks.

Reminder

June 29 deadline for filing Comprehensive Medical claims

Tom DeLong (left) presents Motors Vice President David Genever-Watling with the Inventory Performance Award cup and a check for $20,000 to be used to educate employees in CMC.

Motors receives GE inventory award

The GE Corporate Inventory Council selected Motors as the first quarter recipient of its Inventory Performance Award. The award recognizes improvements in cycle reduction and inventory turnover over the past five quarters.

Motors showed an overall improvement of nearly 20 percent, representing millions of dollars in savings.

"This award is the result of hard work by people across our business toward implementing Contemporary Management Concepts," said Tom DeLong, manager of forecasting and materials programs.

The award consisted of a silver cup and a check for $20,000, which will be applied toward the cost of CMC education throughout the business.

Retirements

Gilbert P. Baker retires from GE with 42 years of service. He began as a helper in Building 19-5 and retires as a scheduler in Building 4-5. "It's been a good 42 years with GE, and fringe benefits have been good to my family. Leisurely, I will work, play golf, bowl and travel."

Lucille V. Atkins retires from GE with 34 years of service. She began as an assembler in STO and retires as a fork lift operator in the Wire Mill. "I have been grateful for my job at GE. The benefits have been really beneficial, and I've been able to make a good living and provisions for my family. Most of all I'm especially thankful to my Lord and Savior for my good health."

Mary A. Miller retires from GE with 34 years of service. She began as a steno-typist at Winter Street and retires as a product service clerk in CSD, Building 4. Thanks to everyone who helped make my years at GE memorable. GE has been a good place to work with good pay, good benefits and good co-workers. Thank you, GE."

Ads

FOR SALE

'69 FORD F-100 PICK UP, $400, 749-0520.
JOINTER/PLANER, 585-5551.
FURNITURE: sofa, chairs, lamps, pict., 432-6031.
JAZZ RECORD COLLECTION, 1500 '78 RPMs, 456-7352.
MOVING SALE, 6/16, 17, 18; 9-4 p.m., 5415 Woodhurst Blvd.
250 GAL. SPA, starter kit, 1-244-5461 after 4 p.m.
KING WATERBED, w/bookcase & dresser ped., $150, 432-4571.
ROASTER OVEN, Large, like new, 422-5979.
OUTBOARD MOTOR, 7 hp, air cooled, 432-0976.
BEDROOM SET: mple dresser, nite stand, 1-665-5501.
'75 HONDA CYCLE, KB750, $575 start, 432-8501 after 6 p.m.
FURNITURE: couch, Lazy-Boy, swiv. rockr, $40, 422-2059.
GIRL's BIKE, 26" 3 spd., & 20" high rise, 447-3064.
SWING SET, big, Sears, $70, 745-1645.
'80 KAWASAKI 550 ltd., low mi., red, 432-7135.
15' STARCRAFT SAILBOAT, single 21' mast, $750, 485-1101.
DP EXERCISE BIKE, $25, 486-4529.
ALUMINUM BOAT, 12', good shape, 483-1929.
10 GAL. AQUARIUM, accessories, $50/offer, 436-0605.
PORTABLE DOG CAGE, $40, 489-3844.
'83 LYNX L, 4 spd., cruise, cloth, blue, good shape, 1-833-2996.
'80 CITATION, ps, pb, ac, cruise, am/fm, dr., runs well, 486-2390.
'75 GOLDWING, w jammer, SBs, tr., jackets, $900, 627-2057.
LAKE WEBSTER HOME, furn. chan., gfa/ac, $61,500, 747-9712.
'69 LINCOLN MARK III, $4,000 firm, 489-3844.
WEBBER CHARCOAL GRILL, $15 firm, 420-6903.
20' IMPLEMENT TRAILER, 2 axl., brk, wnch, $1,000, 693-2962.
SOFA & CHAIRS, 745-5244.
GARAGE SALE: lights, clothes, more, 6/25, 1619 Lochinvar Dr.
YOGI BEAR LOT, Pierceton, elect., tree, 219-586-2058.
MOBILE HOME, 24 x 42', Eustis, Fla., 447-1755.
'84 CELEBRITY, auto., ac, new tires, 60k mi., $4,800, 749-9372.
BRIDAL GOWN, keepsake protect., sz. 4-5, $100, 485-2404.
CORNER LOT, Fairfax at Webster, 456-5460.
JUNIOR SIZE WALKER, 637-6302.
COLD SPOT REFRIGERATOR, 6.5 cu. ft., $50, 447-4066.
MOBILE HOME, Big Long Lake, 12x60', rent lot, 489-6957.
'72 GMC 1/2 TON PICK UP, rebuilt motor, 749-0563.

FOR RENT

LAKE COTTAGE, Adams, Aug. or Sept., 219-854-4019.
APTS., 2/1 bed, furn./unfurn., $200 & $300 month., 747-4066.
FLORIDA MOBILE HOME, 28 mi. Disney, $150, 813-967-9625.
MYTRLE BEACH CONDO, 2 br., Aug./Sept., 216-526-1258.

WANTED

H-O TRAIN SET, 485-0514 after 6 p.m.
24 or 26' MOTOR HOME, low mi., 447-2280.
COFFEE TABLE, sturdy, reasonable, 422-3275.

Ads

Build. 18-3

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Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad for one item per issue of the **GE News.** No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

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Sales effectiveness

Continued from page 1.

effectiveness" in GE motors.

That team is near completion of a plan aimed at achieving 80 percent immediate response and one-day maximum response to all customer presales requests for information.

"When our team first got together, we identified dozens of projects for improvement," Gautsch said. "But we knew that we couldn't address each one immediately."

The group began narrowing down their list of projects to five high priority areas which would by far have the most profound impact. Those areas are:

- **Customer access to information** — reduce the time spent on phone calls between Customer Service and the plants by having more accurate and complete information in the Order-Ship-Bill/Order Service System to answer customer inquiries.
- **Tech data** — speed up the process of delivering technical data sheets to customers when requested.
- **Order format** — eliminate time delays associated with incomplete or erroneous motor order entry specifications.
- **Screener expansion** — reduce the number of orders going to requisition engineering by doing a more thorough job of identifying other options (for example, using a pre-existing design or stock motor.).
- **Instruction sheet policy** — implement a new policy that ensures customer changes (particularly in the Industrial segment) are processed correctly and in an efficient manner.

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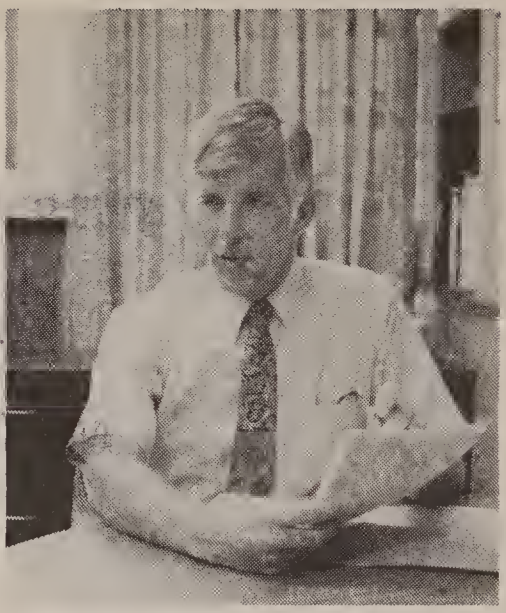
The team's biggest success so far has been in the screener-expansion area.

Under the old system, one Customer Service person — Bob Hess — was assigned to "screen" industrial motor orders to determine if they could be built using existing designs or filled from stock. This way, the business avoids the high cost and time associated with sending the order to requisition engineering.

"The problem," said Gautsch, "is that Bob was overloaded and had limited acces to technical resouces. It is impossible for one person to screen that many orders with the necessary detail."

The team, with help from Engineering and Employee Relations, reassigned two Industrial requisition engineers — Larry Clark and Bob Perdue — to work full time in Customer Service as IHP application/sourcing engineers to do the screening function with Hess. As a result, the rate of industrial motor referrals to requisition engineering has been reduced by 25 percent.



Terry Gautsch

"We have moved Larry and Bob to the front line where they can use their expertise to help prevent time- loss and costs associated with requisition engineering work," Gautsch said. "That's an advantage which both we and our customers can enjoy."

As an additional benefit for the business, Clark, Perdue and Hess consult with other Customer Service people on how to enter orders so that they will show up as "producible" on the computer. They have also been assigned to help make sure that customer changes are producible before they are accepted and sent to the plant.

"The screener project is only one example of the kind of actions we are taking through Introspect to make our business more efficient for customers to work with," said Gautsch. "As Customer Service manager, my main priority is making sure customers are satisfied. Through Introspect, every function is becoming actively involved in satisfying customers too."

Sales effectiveness team members include:

Art Autorino, DeKalb plant manager; Leigh Ewell, Industrial Program general manager; Vern Gross, sales manager, Naperville, Ill.; Jim Moglia, financial analyst, Industrial Business Team; Jeanne Smith, Organization & Staffing representative; and Guy Rhoades, Commercial and Industrial sales general manager.

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GE News

Fort Wayne
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GENERAL PERIODICALS
NON-CIRCULATING

Application Engineering Team works to build new marketing weapon

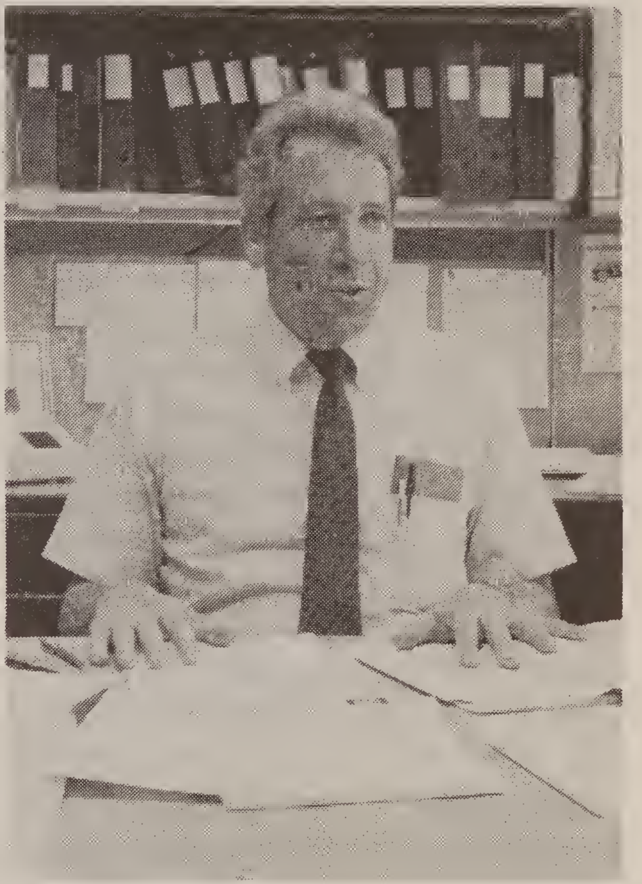
Making application engineering a business strength and marketing weapon: That's the mission of the Application Engineering team, one of seven Introspect teams in the motor business.

"It's a known fact that we have the most highly regarded motor technology in the marketplace," said Hank Fischer, team leader. "Our team wants to capitalize on that strength by making our application engineering services more accessible and efficient for customers."

The team plans to speed up Motors' application engineering cycle through reducing organizational filters, enhancing systems support and improving technical expertise. The team has divided itself into the following groups to tackle each of those opportunities:

The "Strategy and Organizational Structure" group focuses on what is the best way from a human resource standpoint to perform application engineering. It tackles such issues as, how should the business be structured organizationally to handle technical support responsibilities for major customers like Carrier, Trane, Tecumseh, GE Appliances and White Consolidated? And how should application engineering be accomplished for key motor technologies such as the Electronically Commutated Motor?

The Application Engineering Systems group is charged with mechanizing the process for routine samples. By next year, using the expertise of the Systems organization, the group plans to have the field equipped with software on personal computers for the purpose of requesting and electronically mailing sample data to engineering in Fort Wayne.



Hank Fischer discusses the strategy of the Application Engineering Team. That team is one of seven Introspect teams in GE Motors.

The Training group will develop programs to help employees adapt to their changing roles and learn new technologies associated with the revised application engineering process.

Another key element of the Application Engineering Team's strategy involves leveraging resources from around the company to assist both Motors and its customers. **The Company-Wide Resource Availability group** is working to find the best means of introducing customers to GE plastics technology, Corporate Research and Development assistance, metal joining technology and other GE products and

Continued on page 4.

Above, Saucedo (right) waits for a ball at second base. Left, Saucedo gets an ankle and foot massage.

This might be the longest game on record

It's 10:10 a.m. Wednesday. The score is 404 to 343. Temperatures have already reached the low 90s. Phil Saucedo and his teammates drag their feet across the dusty ball diamond toward the dugout.

Saucedo, a requisition engineer at Taylor Street, props himself onto a makeshift training table and pulls off his shoes and sox.

"We've been out here 51 hours," he says, as a volunteer trainer rubs a vibrator around his feet and ankles. "So far I feel pretty good. They've been keeping us wet, feeding us good and making sure we have plenty to drink."

Saucedo and the other players are out to set a world record for the longest softball game ever played. Each participant solicited local sponsors to raise money for the Make-A-Wish Foundation, an international charity that helps grant wishes for children with life-threatening illnesses.

The rules say every player must play every inning. At this point, Saucedo and friends look like a cross between something in a war film and a Gatorade commercial (Fortunately, they get an occasional nap.).

Spectators are asked to sign in as witnesses. Licensed umpires make sure the rules are enforced just as they would be in any game. Volunteer members of the Jaycees organization serve as scorekeepers. There are even hot-dog and T-shirt vendors.

Whether or not the players will last 134 hours is yet to be seen (the existing record is 119 hours). With the weather setting records of its own, it's going to be a lot tougher than anticipated.

As for Saucedo, he can't afford to stop now– his team is down 61 runs.

Decatur people welcomed to Fort Wayne

Here is the latest list of Decatur people who have transferred to the Fort Wayne operations: Robert Andrews, Building 6-2; Carolyn Cornett, Building 4-2; Julia Sheffield, Building 6-3; Theresa Bovine, Section 14; Kevin Birch, Building 4-4; Marilyn Schaadt, Building 6-4; Gerald Williams, Building 6-2.

Here's April's S&SP report for May

Here are the prices used to credit Savings and Security Program Accounts in May.

GE Stock, $39.988; S&S Mutual Fund, $28.350; U.S. Savings Bonds, 50 percent of face value; and HP Fund and Money Market Fund, both $10.

Year-to-date annual income rate for the HP Fund was 12.4 percent for '85 investments, 10.4 percent for '86, 9.3 percent for '87 and 9.4 percent for '88.

The LT Fund price for the last day of May was $10.91. The YTD annual reinvestment income rate for the LT Fund was 9.1 percent; and for the Money Market Fund, 7.0 percent.

Company inventory declines 7 days in first quarter

Motors takes top honors

GE continued to make progress during the first quarter in its companywide effort to better manage inventories .

Inventory levels fell to 180 days in the first quarter, compared to 187 days in the same period last year, according to figures released by the company's Inventory Council.

In dollars, company inventory totaled $8.7 billion, comprised equally of raw material, work in process, and finished goods.

As reported in the June issue of **Motor News**, GE Motors won the Inventory Council's award for the GE component making the most progress in its inventory management program.

Other components realizing sustained improvements in their inventory position were Aerospace & Defense, GE Canada, and Lighting. For the first quarter, Medical Systems and Plastics were also strong performers.

Focus on cycle time

The Corporate Inventory Council is proceeding with its plans to concentrate on reducing the overall business cycle.

During the first quarter, the effort was directed at " time-based purchasing." The new thinking is to base purchasing decisions on the ability of suppliers to deliver quality parts quickly and reliably.

Further, purchasing professionals are encouraged to enter longer-term, mutually beneficial agreements that encourage suppliers to adopt a "partnership" attitude along with an awareness that as GE succeeds, so to will they succeed.

Effectively practiced, time-based purchasing will have major impacts on inventory levels and GE's competitive stance.

New focus on engineering

In the second quarter, the emphasis is shifting to engineering and such issues as the product development process.

The importance of actively engaging purchasing and engineering, as well as all other functions, in inventory management has been a continuing theme for the Inventory Council since its founding.

Ads

FOR SALE

ANTIQUES: oak swivel office chair, desk, more, 632-4733.

FLEXSTEEL SOFA, $25; chairs, $50 each, 747-0846.

SPCA YARD SALE, 6/25, 4914 S. Hanna St., rain date 6/26.

HUMIDIFIER, McGraw Edison, 11 gal., var. spd., auto., 483-4889.

16' EXTENSION LADDER, wood, Sears best, $40, 484-7379.

NEW MOVIE CAMERA, Bell & Howell, make offer, 747-1387.

BERNE SOFA; coord. chair, cream, teal, taupe, 485-2010.

2 AUTO's: '80 LeBaron, $1,800; '69 Linc. Cont., $4,000, 489-3844.

GE REFRIGERATOR, used, good cond., 432-5000.

SOFA — Smith Bros. of Berne, green twd., col. solid, 747-3437.

GAFF HOOK, 3 prong for lake weds, $5, 447-4066.

'83 CHAPPY MOPED, runs good, $200, 426-4900.

DONNAY TENNIS RACKET, $40 new; case, $15, 485-8353.

WATER MATTRESS, Soma King, frame, $350, 489-6979.

BOAT SWIVEL SEATS, $5, 447-4066.

PYRAMID CANE, 637-6302.

MEMBERSHIP, all-season resort in Rogers, Mich., 219-586-2058.

POWER SAW, Craftsman 1 3/4 hp, $20, 420-6903.

HOSPITAL BED, manual, $75, 486-4529.

ROLLER SKATES, boys plastic wheel, $10, 745-1645.

CARD TABLE, chairs, 432-6031.

SNOW BLOWER, lawn sweeper, 485-5551.

FOR RENT

BEACH CONDO, North Myrtle, pools, whirlpools, 216-526-9408.

WANTED

APT. TO RENT, near Lutheran Hospital, 458-2371.

TOY TRAINS: Lionel & Am., Marks, 219-724-8011 after 5 p.m.

Ads

Build. 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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____________________ **(Please print neatly)**

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the GE News. No more than 40 letters per ad. The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ____________________

Address ____________________ **City** ____________________

Home Phone ____________________ **Bldg.** ____________________

____
Signature

GE-IUE contract negotiations in final week

Contract negotiations between GE and the IUE are in the final week. Company negotiators said the initial phase of negotiations, which emphasizes presentations and discussions by both the company and union, was completed last week. Bargaining this week focuses on the decisions and tradeoffs which must be made in developing a contract offer for discussion and agreement.

Last week, negotiations concentrated on compensation. The company made presentations on pay trends, including comparisons of GE compensation to that of competitors. There were discussions of data showing the widening gap between GE-IUE wages and similar BLS-reported earnings data for all U.S. Manufacturing. There was another company presentation on starting rates, progression schedules and night shift differential.

During other sessions last week, the union made additional arguments in support of their proposals regarding job security and pensions.

GE Negotiator Don Doulong said the talks are on schedule.

"The first weeks of negotiations have been dedicated to the exchange of information and discussion. We have listened to the union's proposals and the concerns they have expressed about pensions, job security and wages. During this period, we have had the opportunity to present the company's views on the competitive situation facing our individual businesses. We have also presented our views on the important bargaining subjects of pay, pensions, health-care costs and job security.

"Our objective," Doulong continued, "remains to negotiate a national contract that will assure the competitiveness of our businesses in the years ahead. Changes in pay and benefits will be considered in line with the ability of our businesses to be competitive."

This week, union and company negotiators meet in subcommittee sessions.

"We've reached the point where each side understands the issues," Doulong said. "We will be doing our best to work out a satisfactory new contract by Sunday, June 26."

Negotiations are expected to continue without interruption until June 26.

Application Engineering Team

Continued from page 1

services.

"The strength we can provide as a large and diverse company is one of the greatest assets differentiating us from our competitors. We want to plan an approach that makes best use of this strength," Fischer said.

Shorten cycle to seven days

The team's ultimate goal is to set the industry standard for responsive, accurate application engineering. One target is to reduce the cycle for processing samples of 10 to 21 days down to seven days.

"Customers need to get their hands on samples and technical information as quickly as possible," said Fischer. "We realize that such an achievement is not going to take place with the wave of a magic wand. Using the Introspect format, we will phase in our plan over time and evaluate each step according to the satisfaction it provides customers."

Team Members

Members of the Application Engineering team are Gene Andert, Commercial Marketing; Ron Blackburn, Appliance Marketing; Bob Davidson, Industrial Engineering; Fred Eckart, Organization and Staffing; Mark Fleer, Commercial Engineering;

And Roger Forell, Field Sales; Mike Litch, Commercial Engineering; Nasser Lukmani, Heating and Air-Conditioning Marketing; Kathy Miller, Finance; Jim Pelletier, Systems; Pat Pfahl, Customer Service Operation; Ed Phipps, Owensboro plant; Glen Rout, Marketing Planning; Tom Schopp, Industrial Marketing; and Jerry Smolek, Training.

Tuesday deadline for filing insurance claims

Tuesday, June 28, is the deadline for filing claims for 1987 expenses covered under GE's Comprehensive Medical Expense Insurance and Dental Assistance Plan.

Insurance plan provisions specify that in order to receive benefits, you must submit your claims not later than 180 days after the end of the calendar year in which the expenses are incurred unless you can show it was not reasonably possible to do so.

Motor employees may pick up claim forms in the 18-1 Personnel Accounting office or at benefits tables located in the plants. Transformer employees may get their forms from Sharon Bynum in Employee Relations, Building 26-2. Aircraft employees may get a form from any secretary.

GENERAL PERIODICALS
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GE News

Fort Wayne
Volume 70, Number 20
July 7, 1988

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Total Cycle Time Team aims for 14-day product cycle

GE Motors will deliver products to its customers within 14 calendar days from receipt of order.

So reads the mission statement of the Total Cycle Time Team, one of seven Introspect teams in the motor business.

"Just think of the impact it will have on the industry when we accomplish that mission," said Roshan Chhabra, one of three managers heading up the team. "Our customers will be able to say goodby to costly inventories. They'll know they can count on us to have motors on their dock when they need them."

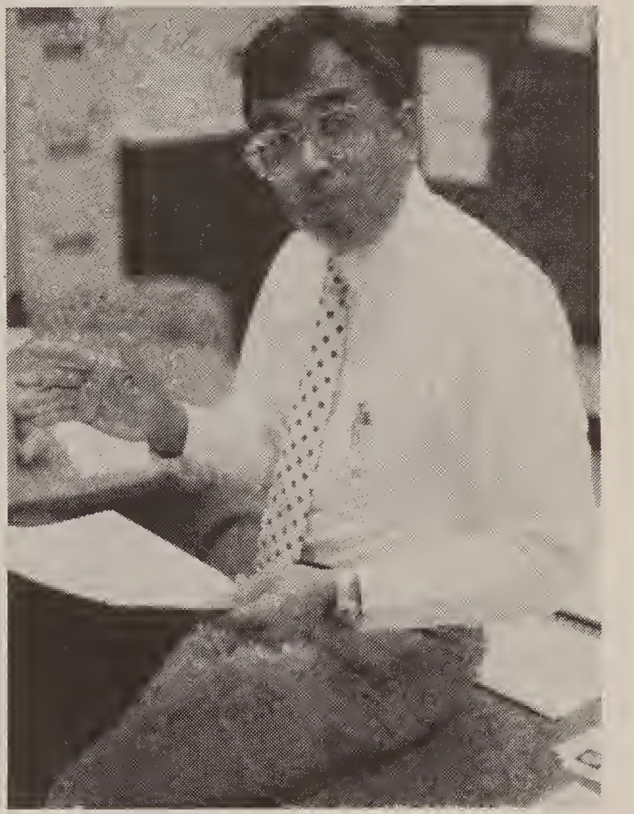
A 14-day delivery cycle will raise the barrier to Japanese and other foreign competitors. They will be hard pressed to meet such a demanding schedule from across the ocean, Chhabra notes.

Pilot projects in the motor business have proven that a two-week total cycle can be accomplished.

"I have no doubt that we can do it — but it will require an overall change in our business practices," notes Greg Delaney, program manager-total cycle time, who has full-time responsibility for coordinating cycle-reduction efforts throughout GE Motors.

"The business must develop a clear vision of the markets we want to serve," Chhabra said. "We must only make commitments that are in the best interest of GE Motors and its customers, and we must keep the commitments we make."

The business must also step up its efforts to communicate with employees in every function. "Employees must know and understand our marketing and sales strategy in order to know what they are working to achieve. And we must help them accomplish our business goals by providing training on an ongoing basis," Delaney said.



Roshan Chhabra

A key element of the overall cycle reduction effort is Contemporary Management Concepts (CMC), which includes cycle reduction, self-direction and quality improvement. "These thrusts have been building in our business for some time now and provide a very strong foundation for what we will be trying to accomplish on a larger scale in the months ahead," says Tom LaPlante, Motor Information Systems manager who leads the Cycle Time Team along with Chhabra and Delaney.

He points out that the 14-day cycle should be the maximum days, not

Continued on page 4

Managing Editor: Jim Martin
Editor: Vance Meyer

Distribution of hourly pay changes during Shutdown

Hourly employee paycheck distribution changes associated with Vacation Shutdowns have been established.

- **Motor hourly employees** who will be taking vacation during Shutdown received their fiscal week 26 and vacation pay on Wednesday, July 6. Fiscal Week 27, 28 and 29 checks can be picked up between 8:30 a.m. and 11:30 a.m. in the Building 4-1 Payroll Office on the following dates: July 13 for Week 27 checks; July 20 for Week 28 checks; and July 27 for Week 29 checks.

- **Transformer and Power Supply hourly employees** begin their two-week Shutdown on July 18. Those taking vacation will receive their Week 27 check and vacation advance on Wednesday, July 13. They may pick up their Week 28 and 29 checks from 8:30 a.m. to noon in the Building 26-2 Payroll Office on the following dates: July 20 for Week 28 checks; and July 27 for Week 29 checks.

- **Wire Mill hourly employees** will begin their two-week Shutdown on July 25. Those taking vacation during Shutdown will receive their Week 28 pay and vacation advance on Wednesday, July 20. They may pick up their Week 29 and 30 checks from 8:30 a.m. to 11:30 a.m. in the Building 4-1 Payroll Office on the following dates: July 27 for Week 29 checks; and August 3 for Week 30 checks.

- **Aircraft employees** should pick up their check according to the normal schedule.

Reservations due Aug. 26 for QCC Outing

Reservations for the 1988 Quarter Century Club Outing can be made at the same time ballots are cast for new officers by mailing in the form below.

The outing will take place Sept. 10 at the Memorial Coliseum. All employees who have 25 or more years of service are automatically members of the Quarter Century Club and are invited to participate in the fellowship, food and door-prize drawings held at the Sept. 10 outing.

Quarter Century Club Outing

Outing: September 10, 1988 *Reservation deadline: Aug. 26*

(You must be a Quarter Century member to attend & be eligible for prizes.)

☐ **Yes, I will attend**
☐ **Sorry, I can't make it**

Signature ____________________

President
☐ Joan Hoover, 4-6
☐ Andy Gump, retired

Assistant Secretary
☐ Helen Hlawek, 26-2 (not pictured)
☐ Darlene Heare, 4-6

Directors (vote for two)
☐ Walt Nielsen, 18-1
☐ Herb Meyer, retired
☐ Bill Walker, retired
☐ Doyt Miller, Decatur
☐ Helen Miller, Decatur

Mail this form to Lee Schnepp, 6615 Rockingham Dr., Fort Wayne, IN 46835

Hoover

Gump

Meyer

Walker

Heare

Nielsen

D. Miller

H. Miller

Fort Wayne GE welcomes Decatur transfers

Decatur employees who have joined Fort Wayne GE operations include: Theodore Braun, Taylor Street; Patricia Free, Specialty Transformer Operation; Leroy Jenkins, STO; Malinda Montjoy, STO; Christopher Morence, Taylor Street; Michael Perry, Taylor Street; Dicky Sapp, Taylor Street; William Strait, Jr., Taylor Street; Charles C. Johnson, Wire Mill; Jacquelyn Braun, Taylor Street; Ronald Braun, Taylor Street; Richard Butcher, Building 4-2; Larry Davis, Taylor Street; Brenda Death, Building 6-2; James Freidt, Building 6-2; Vernon Hebble, Jr., Taylor Street; and Judy Jackson, Taylor Street.

Shutdown Briefs

Few changes in gate schedule planned

All gates will remain open according to their regular schedule over the July Shutdown, except for the College and Lindley gates. Hours for those gates will be 6 a.m. to 6 p.m.

Dispensaries closed for two weeks

The dispensaries at Taylor Street and Broadway will be closed July 18 thru July 29. They will reopen Aug. 1.

EAP open regular hours

The Employee Assistance Program will conduct business as usual during Shutdown. From July 18 thru 29, however, those needing EAP services should contact EAP Counselor Dag Arnold at his Park Center Office, 482-9111. The service is available 24 hours a day.

In Memory

Clyde F. Mock, Titusville, Fla., died May 16. He retired from GE in 1950.

Beulah L. Conrad, 1217 Third St., died May 21. She retired from GE in 1965.

Henry H. Mason, Jr., died May 23. He retired from GE in 1985.

Charles W. Reinbold, 6701 Anthony, died May 26. He retired from GE in 1966.

Phillis T. Horstman, 914 Ardis Dr., died May 25. She was a parts processor in STO .

Charles P. Gnau, 1432 Waldron, died June 1. He retired from GE in 1984.

Frank M. Shidler, Leesburg, died June 1. He retired from GE in 1968.

Veronica B. Cook, 1202 W. DuPont Rd., died June 2. She retired from GE in 1953.

Edmee L. Dowden, Celina, Ohio, died June 3. He retired in 1961.

Edward C. Gebhart, 1032 Shore Dr., died June 22. He retired from GE in 1965.

Ads

FOR SALE

'77 DODGE DIPLOMAT, ps, pb, auto, 32k mi., 484-5002.

UPRIGHT FREEZER, 18 cu. ft. Kelvinator, $75, 456-8304.

'78 OLDS STARFIRE, runs good, $350, 489-9453.

1970 T-BIRD, runs good, stored past 5 yrs., 637-3940.

'74 HONDA CYCLE, 125S, needs work, $125, 747-0774.

TWIN BED, box sp., matt., $40, 426-3270 after 10 a.m.

FIRE WOOD, for stove/ fireplace, 426-8634.

GIRL'S BIKE, 26", $20; Girl's 20" bike, $15, 447-3064.

'87 FIREBIRD, streo, ac, 18k mi., $9,500, 447-3856.

POOL DECK STEPS, alum., $25, 627-3463 after 6 p.m.

'78 CAMARO, V8, ps, ac, good cond., $1,875, 749-8445.

'81 HONDA ACCORD, ac, 5 spd., $3,100, 432-3235.

SUN SHIELD, fits small Chry./Ddge cars, 749-8797.

GE ROOM AIR COND., 15k BTU, 220 v., $125, 432-2734.

FORD FALCON PARTS, eng., rad., startr., 672-8219.

CHILD CAR SEAT, Century, 483-4889.

ORGAN, 432-6031.

4 TIRES, 15" on Ford van rims, $80, 489-3844.

'69 CENTURY SKI BOAT, overhauled, trailr., 749-0222.

FLYWHEEL, 400 Chevy, 665-5603.

POP-UP CARTOP TENT, $300, 432-9726.

'80 PINTO, parts or whole, 749-9709.

MOBILE HOME, Leesburg, Fla., Box 6094, FW, 46896.

WILSON GOLF CLUBS, lefty, $175, 432-9103.

24" CONSOLE TV, Magnavox, $100, 485-0102.

2 LAKEFRONT LOTS, High Lake, wooded, 489-5709.

DINING TABLE, chairs, pads, hutch, $150, 424-2457.

NEW COPPER, BRASS, 10 ft. lengths, 747-5154.

GOOSEBERRIES, $1.50 qt., 447-4757 before 2 p.m.

GE WINDOW AIR COND., Karry Kool, 744-3435.

18' STARCRAFT, 70 hp, xtras, $2,500, 488-2484.

36" RANGE HOOD, vented, light, $20, 420-6903.

'84 CELEBRITY, ac, auto, clean, $4,600, 749-9372.

WATER MATTRESS, $320 complete, 489-6979.

FOR RENT

CONDO, N. Mytrle Beach, pools, 216-526-9408.

CONDO, Myrtle Beach, Aug./Sept. 216-526-1258.

WANTED

RENT Fla. dwelling in fall/winter, 219-622-7413.

FREE

DOG, beagle.terrier, house, 724-8011 after 5 p.m.

Ads

Build. 18-3

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________

Address ______________________ **City** ______________

Home Phone ____________________ **Bldg.** ______________

____
Signature

Cycle reduction opportunities fall into 4 categories

Cycle reduction opportunities identified by the Total Cycle Time Team fall into four basic categories: the post order preproduction cycle, the production cycle, the post production cycle and the purchasing cycle.

The chart below defines these cycles and shows the number of days associated with each one as targeted by Task Force Leaders (named on chart).

The purchasing cycle works in parallel with the post order preproduction cycle and the production cycle.

"Again, it's important to point out that the days associated with each cycle should be the maximum, not the rule," Chhabra said. "It's also important to understand that none of these targets can be reached without correct order processing from the sales and marketing end. This and other issues are being addressed by the Sales Effectiveness Team led by Terry Gautsch."

Articles explaining each element of the total cycle time will be published in subsequent issues of the GE News.

14 days total cycle time: Receiving an order to delivering motors to designated destination

Post order preproduction cycle

From receiving an order to delivering factory requisition to the plant..

- **Goal: One calendar day**
- **Leader: Dave Schimmel**

Production cycle

From receiving factory requisition to booking out specified number of motors.

- **Goal: 11 calendar days**
- **Leader: John Boyd**

Post production cycle

From Bookout to delivering motors.

- **Goal: 2 calendar days**
- **Leader: Bob Harvey**

Purchasing cycle

Procuring appropriate material.

- **Goal: 4 calendar days in parallel with the first two cycles**
- **Leader: Dave Wathen**

Total Cycle Time team

Continued from page 1

the rule. For many products, the cycle can be much shorter. And, in a very few cases, which are being identified, the cycle will have to be longer.

"Regardless of the product, however, every single customer we serve should notice a significant improvement in the time it takes us to turn around their order. That's the commitment we're making to the marketplace, and that's what will differentiate us from our competitors."

Team members

Other members of the Total Cycle Time Team include: Dave Schimmel, Customer Service; Jim Pelletier, Systems; Tom DeLong, Manufacturing; Bob Harvey, Finance; John Boyd, Manufacturing; Larry Uetrecht, Systems; Bob Etien, Manufacturing; Tom Laird, Marketing; Phil Teague, Technology; Rodger Bricknell, business development and planning; Gregg Goodner, Customer Service; Mark Schmidt, Manufacturing; Dave Wathen and Ed Kimmet, Purchasing.

Each task force, which is assigned to a particular cycle (as shown above), receives overall guidance from a "mentor." The mentor is the task force liason with the Motors Staff. He helps make sure the task force's efforts are in sync with the overall business plan and helps the taks force secure resources when necessary. The Post Order Pre-Production Cycle Task Force mentor is Dan DeForrest, Motor Finance General Manager. Mentor for the Production Cycle and the Purchasing Cycle Task Forces is Motor Manufacturing Manager Don Bussick. For the Post Production Cycle Task Force, Tom LaPlante, Motor Information Systems manager, is the mentor.

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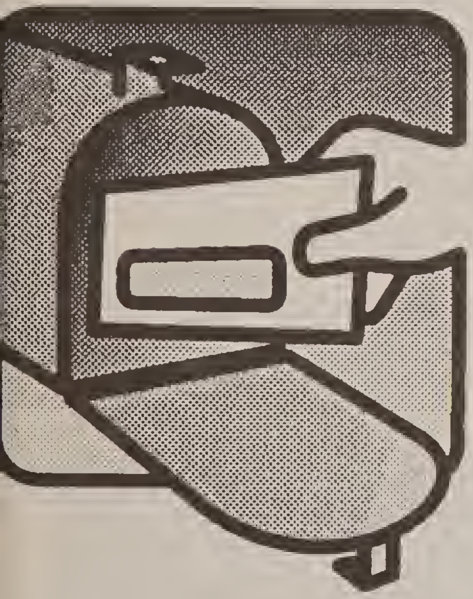
GE News

Fort Wayne
Volume 70, Number 21
August 19,1988



First in a series

Understanding the new Pension Plan

This year's union contract negotiations resulted in many changes in provisions of the GE job package. Over the weeks ahead, several articles will be published in the GE News to help you better understand these changes.

The following article is the first in a series about the new GE Pension Plan. It highlights the major changes in the plan and explains the improved contributions rate and earlier vesting provision.

The GE Pension Plan has been improved and redesigned to better meet the needs of GE people and to comply with complex requirements of the Tax Reform Act of 1986 and other new government laws affecting retirement plans.

The plan continues to be a "defined benefit" plan, which commits GE to provide employees with specific benefits at retirement which are defined by terms of the plan. Pension payments are related to earnings while working for GE and the length of GE employment service. GE bears all the investment risk of the pension fund.

The other common type of pension plan among U.S. companies is called a "defined contribution" plan. Under this type of plan, a level of contributions is made by employees and/or the company, and the benefits vary, based on the results of the investments in which the contributions are placed.

The redesigned GE Pension Plan has an added feature — the Personal Pension Account — that has some of the favorable aspects of a "defined contribution" plan. With this new feature, employees can receive more retirement income and enjoy greater flexibility in its payment than under the previous pension plan. So, in a very real sense, the new GE Pension Plan offers a combination of some of the best features of a "defined benefit" and a "defined contribution" plan. More information about this will be covered in a future article.

Highlights

Highlights of the improvements and changes in the GE Pension Plan include:

- Lower pension contributions — none on the first $25,000 of annual earnings.
- Earlier vesting — at five years — of one's right to a pension at age 60.
- Higher guaranteed pensions through a two-stage improvement in the Guaranteed Pension Table.
- An increase in the regular monthly pension supplement for those retiring at ages 60 and 61.
- Renewal of the extra $200-a-month special early-retirement supplement for those electing to retire after age 60 with 25 years of pension qualification service.
- A completely new method of accumulating retirement income attributable to employee contributions through a Personal Pension Account.
- A new formula for the portion of the pension funded by GE.
- Higher career-annuities pensions for many through enrichment of pre-1988 service credits.
- A new Special Early Retirement Option (SERO) for long-service

Continued on page 4

Winter Street Reunion set

The Winter Street Plant's second annual Reunion will be held Saturday, Oct. 1 at Monty's F.O.P. Hall, 2025 Olladale Dr.

Cocktail hour (cash bar) begins at 6 p.m., followed by dinner at 7 p.m. Music by the Two Tones will be furnished for dancing from 9 p.m. to midnight. Door prizes will be awarded.

The cost is $9 per person.

Please fill out the form below and mail it with reservation fee to the address listed on the form. Or you may return the form to one of the following contact persons: Ron Smitley, Bldg. 4-4; Dave Winters, Bldg. 6-2; Barb Patrick, Bldg. 26-3; Donna Webb, Sect. 14; Elmer Matthews, Aircraft; Wayne Perry, Taylor Street; or Roger Rang, Taylor Street.

Winter Street Reunion

Enclosed is $___ for __ Reservations ($9 per person) for the second annual Winter Street Reunion.

Name ____________________

Address __________________

____

____

____

Phone ____________________

Make checks payable to Marge Evans and return this form and check to the contact person in your area, or mail it to Marge Evans, 4905 Bluffton Road, Fort Wayne, IN 46809.

Quarter Century Club Outing

Outing: September 10, 1988 *Reservation deadline: Aug. 26*

(You must be a Quarter Century member to attend & be eligible for prizes.)

☐ **Yes, I will attend**
☐ **Sorry, I can't make it**

Signature ____________________

President
☐ Joan Hoover, 4-6
☐ Andy Gump, retired

Assistant Secretary
☐ Helen Hlawek, 26-2 (not pictured)
☐ Darlene Heare, 4-6

Directors (vote for two)
☐ Walt Nielsen, 18-1
☐ Herb Meyer, retired
☐ Bill Walker, retired
☐ Doyt Miller, Decatur
☐ Helen Miller, Decatur

Mail this form to Lee Schnepp, 6615 Rockingham Dr., Fort Wayne, IN 46835

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Sect. 14 Maintenance group pictured

Members of the Section 14 Maintenance group who have been responsible for new equipment installations and rearrangements in the plant are (from left) Glenn Geist, Elmo Rogers, Bill Willhelm, Mike Todd, Woody Shelburne, Dan Welker, Fred Schorey, Ted Braun, Bill Thompson, Jerry Eiferd, Steve Heaston, Jerry Morton, and Everett Osbun. Not pictured are Jim Passwater, Max Christensen, Jerry McHenney, and Ralph Jones. Also not pictured are the "landlord" maintenance group, the East Broadway group, the Transformer group, the Wire Mill group, and the Wire Mill special projects group.

GE News

Fort Wayne
Volume 70 Number 21
August 5, 1988

Introspect team focuses on reducing Motors' pre-production cycle

This is the latest in a series of articles explaining the role Introspect teams are playing in improving the efficiency and effectiveness of the business.

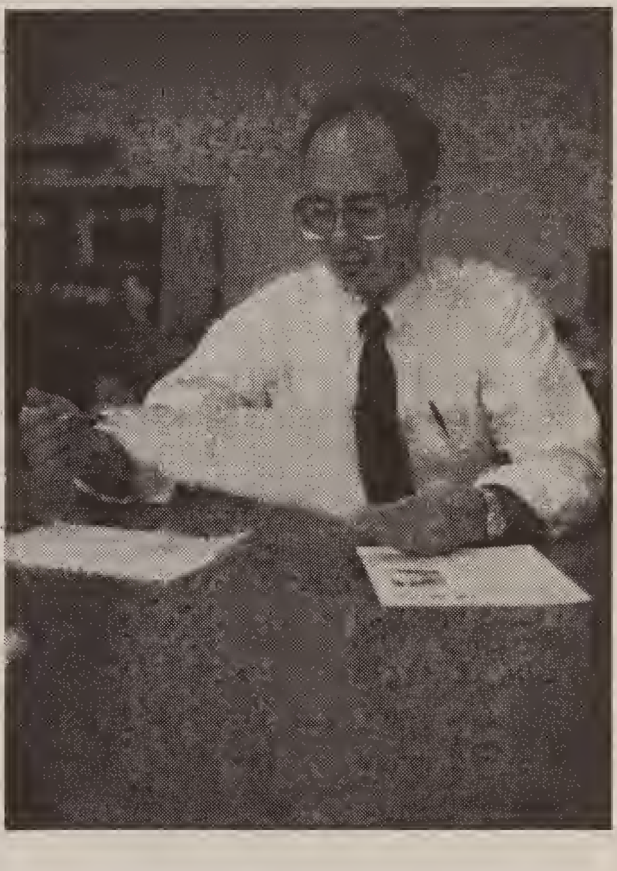
Motor orders go through a number of processes before reaching a plant or warehouse.

The "Post-Order Pre-Production Cycle Time Team," headed by Dave Schimmel, is exploring ways to squeeze all of those processes into a maximum of eight working hours.

The pre-production cycle begins the minute a sales office receives a customer's order. There the order is entered into a computer terminal and transferred into GE Motors' Order-Ship-Bill (OSB) system.

From that point, prices are verified, orders are checked for plant producibility, special customer arrangements are made if required, and the decision is made as to which plant(s) will produce the order. Then the order is placed with the plant or warehouse.

"What our team has done is dissect those processes to determine just how much time we are spending on each one. We've found that some of the processes have taken up to eight hours each," Schimmel said. "We have developed a list of action items to reduce the overall cycle significantly."



Dave Schimmel tells what the Post-Order Pre-Production Cycle Time Team is doing to reduce the time it takes to process an order.

> *As we've reviewed some of our processes, we've found that we simply must set higher standards for ourselves.*
>
> Dave Schimmel

The team guided a recent success in the product verification process. The OSB product file, which contains technical information about motors, was incomplete and outdated. As a result, some orders required several hours of manual research to determine if the product could be built as ordered or if it would require engineering work.

"With lots of hard work by the Systems, Engineering and Customer Service Central Support people, we have managed to clean up and maintain the file to the extent that, in most cases, no manual work is required," Schimmel said.

The team is also aiming at automating price checking in order to

Continued page 4

Next issue...
Section 14 gets new look

STO Area Services completes rearrangement

In addition to their many routine maintenance projects, Transformer Area Services employees completed a major rearrangement of the large transformer final assembly area in Building 27. Those who contributed are: Marlin Medaugh, Byron Kennedy, Rex Johnson, Bob Morris, Dell Lewis, Don Jones, John Spikes, Dick Henley, Bob Shanabarger, Terry Holmes, Bob Bolinger, Dave Channell, Dave Howell, Dean Miller, George McBride, Bob Bonewitz, Mike Drake, Steve Zollman, Max Baker, Jim Ausderan, Joan Stark, Ed Kaiser, Ray Gordon, Bill Thorn, Bene Grable, Denny Dull, Carl Davison, Bob Ream, Jim Miller, Duane Brown, Bert Federspiel, and Mike Buuck.

Built to last

100 projects completed by E. Broadway ASO

Note: Section 14 Area Services projects will be featured in the next issue. Area Services employees completed around 100 projects during Shutdown, most of which included routine maintenance. Major projects included a rearrangement of AC endshield machinery in Bldg. 6-4, the installation of a lathe and robot in Building 4-4, and the movement of windbat test machinery. Pictured above are (from left): Darrell Arivett, Larry Schoudel, John Pullen, Marlin Leininger, Dale Richmond, Dick Colpetzer, Ron Dwyer, Donnell Johnson, Leonard Wilson, Bill Green, Tom Willhelm, Jim Plemons, Judy Dalman, Rex Richmond, Dave Weil, Barry Dunlap and Jerry Benson. Not pictured are Roger Dukes, Bob Beason, Jack Teegardin, Larry Stoppenhagen, Mike Bultemeier, Gene Brown, Steve Longenberger, Ron Richmond, Quinton Crist, Roger Reed, Clayton Schultz, Terry Richter and Tom Thomas.

Bloodmobile set

A Red Cross Bloodmobile is schedule to be at the GE Club on Thursday, Aug. 18, from 11:15 a.m. to 4 p.m.

To register, please fill out and follow the instructions on the form accompanying this article.

Donors will be notified as to the exact time they are to visit.

Aug. 18 Red Cross Bloodmobile

Name ______________________________

Department ____________ Lunch period ____________

Shift ____________ Work phone ____________

Name of manager or supervisor and location ____________

Please return this form to Bob LaDue, Bldg. 26-2, by Thursday, Aug. 11.

Welcome Decatur transfers

Here's the latest list of Decatur employees who have transferred to Fort Wayne GE operations:

Sherry E. Adler, Taylor Street; Steven P. Bird, Building 6-2; Theodore L. Braun, Taylor Street; Lana S. Cowens, Building 4-4; Patricia J. Free, Specialty Transformer Operation; David Heyerly, Taylor Street; Carolyn J. Hower, Taylor Street; Brenda J. Osterman, Taylor Street; Eddie L. Shope, Building 6-4; and Barbara K. Taylor, Taylor Street.

Here's who retired from GE in July

Paul C. Lange retires with 44 years of GE service. He began as a helper at Taylor Street and retires as a stockkeeper in Bldg. 6-1. "I have enjoyed my 44 years here at GE. During this time, I have worked with many dependable, hard-working people whom I will miss. I plan to work a little, fish, enjoy my hobbies and just take one day at a time.

Merle D. Aughinbaugh retires with 41 years of service. He began as a messenger in Bldg. 18-B, and retires as a senior manufacturing engineer in Bldg. 19-2. "I intend to enjoy life to its fullest since there will be more time available to travel, fish and do things with the family."

Other retirees include Virginia M. Harwood, Bldg. 31, and Crystal T. Rhoades, Bldg. 4-4.

GE Club offers square dance lessons to employees, retirees

The GE Club will again sponsor five free square dance lessons for GE employees on Friday evenings beginning Sept. 9 from 7:30 to 9:30 p.m. in the gym.

Dancing assistance will be offered by the Whizzers Square Dance Club. Guests are welcome for a nominal fee. Several square dancing groups are open to those who want to continue after the first five lessons.

Retirees are welcome to attend five free Wednesday afternoon lessons beginning Sept. 14 from 1 to 3 p.m. in the gym. Guests are welcome for a nominal fee.

The Wednesday lessons are taught at a moderate pace and are led by members of the Golden Squares Dance Club.

Those with questions should call Carl Brandt, instructor, at 432-1677.

Ads

FOR SALE

DOUBLE QUEEN, hvy-duty bed frame, $20, 485-0514.

DEHUMIDIFIER, GE Sahara-14, $25, 747-4025.

PORCH SWING, old fashioned, $20, 432-5035.

CAMP LOT, Jellystone Prk., Pierceton, 219-586-2358.

'84 CELEBRITY, ac, auto, clean, $4,300, 749-9372.

'81 HONDA ACCORD, ac, 5 spd, $3,100, 432-3235.

RIDING MOWER, 5 hp, 3 spd., 25" cut, bag, 447-4344.

ROOM DIVIDER w/ shelvs, desk, cab., $300, 672-8219.

'83 TRANS AM, V8, blue, $5950/offer, 744-1014.

ANTIQUE raised arm chair, unique, $150/offer, 422-7715.

'78 OLDS STARFIRE, 2 dr, 308 eng., $325, 489-9453.

ANTENNA ROTATOR, auto cont., $25, 447-4066.

SOFA, 84" green and gold brocade, $100, 489-5257.

SOFA, brwn., swivel rocker, tan, coffe table, 749-5375.

4 CEMETARY LOTS, Cov., marker, $800, 485-7835.

GIRL'S BIKE, 20" high rise, pink, $40, 672-8752.

USED HEATER, Franklin, wood/coal insul., 749-4485.

'85 BUICK SOMERSET, ps, ac, tilt, cruise, $7,000 486-7834.

ROTO-TILLER, needs work, $125, 483-4862 after 5 p.m.

'60 DYNAMIC 88, 4 dr, collect.item, $2,495, 424-8351.

DAVENPORT & CHAIR, col., green, $275, 447-2280.

GE REFRIGERATOR, 14.7 cu. ft., 623-3785.

'78 CAMARO, ps, ac, good cond., $1,875, 749-8445.

UPRIGHT FREEZER, frostless, $180, 637-8353.

UPRIGHT PIANO, 486-4529.

WANTED

SPILL AND SPELL GAME, 432-3836.

LIONEL & AM., Marks trains, 219-724-8011 after 5 p.m.

FREE

WHITE PUPPIES, part cocker/poodle, 484-4938.

Ads

Building 18-3

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Limit 40 letters please ____________________

____

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News.** No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ____________________

____________________ **City** **Address** ____________________

____________________ **Home Phone** **Bldg.** ____________________

Signature ____________________

In Memory

Virginia B. Dahlin, 2128 Getz Rd., died June 9. She retired from GE in 1977.

William J. Schlecht, 13622 Coldwater Rd., died June 12. He retired from GE in 1968.

Carl C. Baysinger, Auburn, died June 15. He retired from GE in 1970.

Ernest H. Hicks, 1026 Anthony Blvd., died June 25. He retired from GE in 1974.

Roger D. Cookson, 7222 Carroll Rd., died June 25. He was a designer in Building 31.

Gladys Irene Beal, 439 Violet Ct., died June 26. She retired from GE in 1959.

William Kreigh, Wolcottville, died July 1. He retired from GE in 1980.

Fredrick Crickmore, 544 McKinnie, died July 3. He retired from GE in 1959.

Anna Tredway, 2120 Brooklyn Ave., died July 4. She retired from GE in 1977.

Henry J. Luedeke, 3805 Oliver St., died July 7. He retired from GE in 1968.

Olin K. Keller, 1032 Forest Ave., died July 7. He retired from GE in 1967.

Harry M. Golden, Coldwater, Mich., died July 9. He retired from GE in 1978.

Donald Eaton, Bluffton, died July 13. He retired from GE in 1973.

Paul E. Clark, 4210 Avondale Dr., died July 14. He retired from GE in 1973.

New company program AIMs at pleasing customers, rewarding customer pleasers

GE has announced a companywide program to improve customer satisfaction and reduce customer disputes. The program is called "AIM for Excellence." $100,000 has been allocated as reward money for employees selected as AIM winners.

To be eligible to receive an AIM award, an employee must demonstrate an outstanding effort in one or more of the following categories:

- **Avoidance**: Eliminating root causes of disputes, leading to fewer new disputes and smaller dollar sizes of disputes.
- **Insight:** Developing new root cause analysis, focusing on customer satisfaction and the message inherent in disputes, and integrating disputes into a service improvement program.
- **Management:** Resolving disputes promptly and professionally, creating customer goodwill.

All program participants will receive a recognition momento. Each month, a winner will be chosen from each category to receive a $1,500 cash prize. In addition to the three top prizes, monthly cash prizes of $100 to $250 will be awarded to noteworthy contributors. Winners will be chosen from nomination forms received each month. The forms are available from and should be returned to either Lou Blankenship, Building 4-5, or Pat Pfahl, Building 4-6. Employees are encouraged to nominate themselves or a co-worker. Every employee is eligible.

A grand prize of $25,000 will be awarded to the GE business which makes the most outstanding effort in 1988.

"Many people believe that avoiding or settling customer disputes is strictly a job for Customer Service and Customer Accounting people. That just isn't true," said Blankenship, who is responsible for implementing the AIM program in Motors. "The responsibility of satisfying customers and eliminating errors in our product and service belongs to every member of the business.

"The 'AIM for Excellence' program affords us the opportunity to earn extra cash and have fun competing with other GE businesses as we pursue the goal of making our customer service the best in the industry."

Pre-production cycle goal set at 8 hours

Continued from page 1

expedite that process. This mechanized system will also eliminate pricing mixups, thus improving customer satisfaction.

In many cases, says Schimmel, the answer is not found in a computer, but rather through good old fashioned discipline.

"As we've reviewed some of our processes, we've found that we simply must set higher standards for ourselves. Today's marketplace isn't what it used to be. To beat the competition, we've got to put our heads together to create new ways of doing our work smarter and faster. That's really what our team is all about."

Major equipment rearrangement highlights Wire Mill maintenance projects

Area Services employees in the Wire Mill had their hands full with a major rearrangement of large equipment associated with the planned capacity expansion. Some 60 preventive maintenance projects were also completed. Pictured above are: (row 1) Steve More, Dave Barton, Don Gray, Jim Smith, Darrel Hodson, Frank Frey, (middle row) Mel Ramsey, George Gearhart, Steve Crumley, Marlow Ormsby, (top row), Nick Beckman, Ed King, Conrad Ciferri, Larry Gross and Tom Hiss. Not pictured are Dick Alvey, Dick Hinkle, Marv Lehmer, Tom McGinnis, Ed Line, Bob Klepper, Paul Leipold, Nick Chester, Jim Frey, Bob Marshall, Bill Carley and Hubert Steinbacher.

Ads

8' low back sofa, red & green, 641-3487 after 6 p.m.
Fishing boat, 12 ft. Alum. Sea Nymph, $350, 485-5237.
Appliances; living rm, bedrm furniture, 637-1610.
Furniture, 5 pc bedrm, 2 pc living rm, 219-622-7413.
Breakfast set, wood, butcher block top, 456-3265 days.
Pups, AKC Cocker, red or blond, 424-2946 after 4:30 p.m.
Pop-up camper, Venture, slps 6, extras, $1,200, 478-1500.
Bunk beds, dark wood, good cond., 745-9200.
Kick press, 1/2 ton on steel base, $20, 484-4515.
'86 Honda Magna 750, 3,000 mi, $2,400, 447-6900 aft. 4 p.m.
Girl's bike, 20" High Rise, pink, $40, 672-8752.
'84 Berlinetta Camaro, mags, stripes, 639-3793.
Storm & Screen windows, 9 alum., 639-3137.
Wildcat Camper, 13 ft., $450 or offer, 489-5709.
Tanning bed, excellent cond., $700, 627-3447.
'72 Volkswagen, good engine & trans., $250 or offer, 447-7968.
Space heater, good for lake cottage or garage, 484-5484.
Electric hedge trimmer, 432-2610.
'84 Ford Ranger, topper, 25,000 mi., 486-1010.
Pontoon, 8x12', $450, 25 hp Johnson, $225, 691-2997.
Garage door opener, new, 1/2 hp, $125, 637-8615 after 6 p.m.
'81 Pontiac Gran Lemans Safari, loaded, 219-475-5182.
'84 Dodge Charger, ac, cc, low mi., 484-1840 eves, Sat./Sun.
Spinet piano & seat, 432-8109.
'81 Camaro, v6, 3 spd, low mi., 1 owner, $3,500/offer, 432-8501.
Spoke wheel covers, Lincoln OEM's, 15" 4 for $60, 484-7379.
Small dehumidifier, good cond., 432-3836.
Car radio, am/fm Panasonic, 745-7625.
Extension ladder, 28', wood, $35, 744-2859.
Wedding Ring set, new, $275, 426-4235.
Roof vent, w/110 volt fan, for mobile home, trailer, 747-7863.
Deep Freeze, 18 cu. ft., A-1 cond., 456-8304.
Chairs, 2 wood, leather cushioned, $30, 447-5232.
Garage sale, 1502 Gardendale Ave., Aug. 19 - 21.
Early American Davenport, tan, rust, brwn, $90, 749-4681.
Small Ceramic Kiln; 6 ft., wood table, 447-5789.
'80 Olds Cutlass Wagon, V8, ac, tilt, cruise, $2,500, 747-5730.
Slide trays, old Bell & Howell TDC, 489-1064 after 4 p.m.
King waterbed, w/bookcase & dresser pedestal, $130, 432-4571.
'76 VW Dasher, 4 spd, runs good, $500, 422-3402.
'88 Harley Sportster — 883, maroon, extras, 484-8688.
GE Refrigerator, side by side, frost free, white, $110, 484-6275.
Refrigerator, apartment size; gas stove, like new, 424-5946.

Wanted

Aluminum fishing boat, with or without trailer, 747-5463.
Beta VCR, good condition, 456-4178.
Bench press, under $30, 486-3901 7-10 p.m.

For Rent

Hi-rise beach condo, N. Myrtle S.C., pools, 216-526-9408.
Adams Lakefront cottage, in Aug., Sept., $250, 854-4019.
Myrtle Beach 2 br condo, pools, great Fall vac., 216-526-1258.

In Memory

Fred J. Ahlersmeyer, 6914 Curwood Dr., died July 16. He retired from GE in 1965.
Olan H. Shank, 5941 Fernwood St., died July 16. He retired from GE in 1973.
Robert M. Bultemeier, 4131 Reed St., died July 17. He retired from GE in 1976.
Jack S. Treese, 6224 Landsdowne Dr., died July 18. He retired from GE in 1987.
Carl W. Harmon, 1051 Forest Ave., died July 19. He retired from GE in 1985.
Charles L. Hart, Tucson, Ariz., died July 24. He retired from GE in January of this year.

Make up Fire School scheduled

A one-day make-up fire school will be offered Aug. 31. The class is presented to allow volunteer firemen an opportunity to participate in fire training that they may have missed in June.

To accomodate all shifts, three classes will be presented as follows: 6 a.m. to 8 a.m.; 9 a.m. to 11 a.m. and 4 p.m. to 6 p.m. at the Broadway Fire Station.

All participants must be registered to participate. Firemen should see their supervisor, production coordinator or manager for registration forms.

Ads
Building 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Please print neatly in boxes. Leave space between each word.

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________
Address ______________________ **City** ______________________
Bldg. ______________________ **Home Phone** ______________________
Signature ______________________

New pension plan explained

Continued from page 1

employees directly and adversely affected by a "permanent job-loss" event — including an opportunity to retire when the job loss does not affect them but does directly and adversely affect others.

Lower Pension Contributions

Beginning in 1989, the 3% pension contributions for the Pension Plan won't start until your earnings for the year reach $25,000. The current amount at which contributions begin is $14,000 — so this change frees an additional $11,000 of earnings from pension contributions.

This higher exemption from pension contributions will result in up to $330 additional "take-home" pay for full-time GE employees ($11,000 x 0.03 = $330.

For those whose annual earnings are less than $25,000, this improvement means, in essence, that you make no contributions for your pension. GE will assume the total cost of your pension up to the $25,000 level.

Five year vesting

Another significant improvement under the redesigned Pension Plan is in the vesting provision. A vested right to a GE pension at age 60 is now achieved after just five years of pension qualification service (PQS) — instead of the previous 10-year requirement.

"Vesting" means simply that you have earned a right to the pension credited to you up to that time. You can't lose these pension credits by leaving the company before becoming eligible to receive a pension — regardless of how old you are at the time you leave GE. All of your accrued pension — including that derived from GE contributions — is assured.

This liberalization of vesting was especially important to employees who had more than five but less than 10 years of service. They vested immediately on July 1, 1988.

The next article in this series about the Pension Plan will explain the improvements in guaranteed pensions.

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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Confused about PQS, PBS , CS?

Different types of service are often referred to in explanations of the GE Pension Plan and other employee benefits. These include pension qualification service, pension benefit service, continuous service and continuity of service.

To help clarify these terms, here are some definitions.

- **Pension qualification service (PQS)** — This is an employee's service that counts toward eligibility for various Pension Plan benefits. It's based on working at least 1,000 hours in a calendar year and being enrolled in the Pension Plan. The years of PQS you have are shown on your Personal Share Statement.

- **Pension benefits service (PBS)** — This is the number of years the employee has participated in the GE Pension Plan. Credit is also given for the waiting period for those who join when they first become eligible. The PBS is used in calculating the amount of a guaranteed pension, which is determined from established tables.

Both Pension qualification service and pension benefit service may differ from an employee's continuous service.

- **Continuous service** — This is measured from the date an employee started work as a new employee with GE — or a date adjusted because of absences for which no service credits were granted — to the current date.

- **Continuity of service** — Having "continuity of service" means having attained 52 or more weeks of continuous service. Continuous service and continuity of service are important because they affect many benefit plans such as vacations, sick and personal days, layoff/plant-closing/work transfer benefits, dental plan participation and eligibility for certain retiree medical coverages. They do not affect one's pension.

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GE News

Fort Wayne
Volume 70, Number 23
September 1, 1988

GENERAL PERIODICALS
NON-CIRCULATING

1985 HP Distribution Notices mailed to S&SP participants

Study notice carefully, Schaadt advises

If you were a participant in the Savings & Security Program in 1985, you should have recently received your holding-period distribution notice for S&SP investments to be distributed in January when the three-year holding period ends. The authorization forms were sent to the homes of nearly 130,000 employees during the week of Aug. 21.

"The January 1989 distribution of 1985 holding-period savings will be the last automatic annual payout of holding-period savings," says Doyt Schaadt, Personnel Accounting manager.

"That's because the three-year holding-period requirement has been eliminated."

Beginning in 1989, new rules apply to employee payouts and for withdrawals of savings and company matching payments. These rules will be explained later.

October 31 deadline

Schaadt urges S&SP participants to pay careful attention to the holding-period notice.

The document contains important information pertaining to the delivery or retention of securities, registration of securities, federal tax withholding, and mailing address.

If any changes are to be made, part 2 of the form must be completed and returned to the personnel accounting office, Building 18-1, before Oct. 31.

If you do not wish to make changes, there is no need to return the form.

Part 1 of the distribution notice shows (1) the 1985 credits you are eligible to receive in the January distribution, (2) your investment election as of June 30, 1988, including the pay percentage (if any) going into deferred pay, and (3) information for your use in contacting your personnel accounting component if you should have questions pertaining to your account of the distribution notice.

If you have not received a distribution for a prior year, your account has been coded to have all securities and cash retained under the Retirement Option feature.

This election will remain in effect until you request a distribution alternative change. If you prefer a different election for this current distribution, you must check the appropriate box on the form to request a change.

Part (2) shows your current distribution election on file and the various alternatives that allow you to have your 1985 holding-period payout delivered either as securities or cash, or retained in the Retirement Option Account (ROA). It also shows an estimate of the 1989 taxable income, if any, and the current federal tax-withholding election on file.

This section of the form may be used to change your registration, address, tax election or distribution election.

Pension supplements boost income for those retiring before age 62

Third in a series of articles about the new GE Pension Plan.

The new Pension Plan provides supplemental payments for those retiring at ages 60 and 61 before becoming eligible for Social Security at age 62. By retiring under the Special Early Retirement Option (SERO), it's possible an individual could receive these supplements beginning as early as age 55 (SERO will be described in a later article.).

Regular supplement improved

Previously, an employee retiring before age 62 with at least five years of pension qualification service (PQS) received a pension supplement to age 62 of $8 per month for each year of PQS. Effective July 1, 1988, this supplement was increased to $9 per month for each year of PQS.

This pension supplement is paid to those receiving a "guaranteed pension," as well as those receiving a "regular pension."

Special supplement

In 1985, a special $200-a-month pension supplement was offered for the first time on a limited basis to those who met certain eligibility requirements.

The original offer of this special $200 supplement expired June 30, 1988. It has now been renewed, effective July 1, 1988, and updated for another three-years, ending June 30, 1991.

To be eligible, an employee must have been age 57 or older on July 1, 1988, and must retire within three months of reaching age 60 with 25 years of pension qualification service. This special supplement is in addition to the regular supplement of $9-a-month for each year of service offered to those retiring before age 62.

Here are the specifics of how this feature applies to three groups of employees.

- Those who on July 1, 1988 were ages 60 and 61 and on that day had at least 25 years of pension qualification service must retire during the period from Aug. 1 to Nov. 1, 1988.
- Those who on July 1, 1988, were ages 60 and 61 and accumulate 25 years of PQS before July 1, 1991, must retire within the three-month period following reaching 25 years' service.
- Those who on July 1, 1988, were ages 57, 58 or 59 and accumulate 25 years or more of service before July 1, 1991, must retire within the three-month period in which they attain at least age 60 with 25 years' service.

It's important to remember that it's possible for an individual to accumulate 25 years of pension qualification service before achieving 25 years' continuous service with GE. That's because you're credited with a year of PQS as soon as you've accumulated 1,000 hours of service in a calendar year.

If you were between the ages of 57 and 61 on July 1, 1988, you should make note of the exact date of becoming eligible for this special $200 monthly supplement. If you don't retire within the specific three-month period after becoming eligible, you lose the limited opportunity which could be worth thousands of dollars in extra retirement income.

Your latest Personal Share Statement shows your years of pension qualification service as of Dec. 31, 1987. Bear in mind, however, that by mid-1988 most GE employees had already added another year of PQS.

Employees complete physical inventory

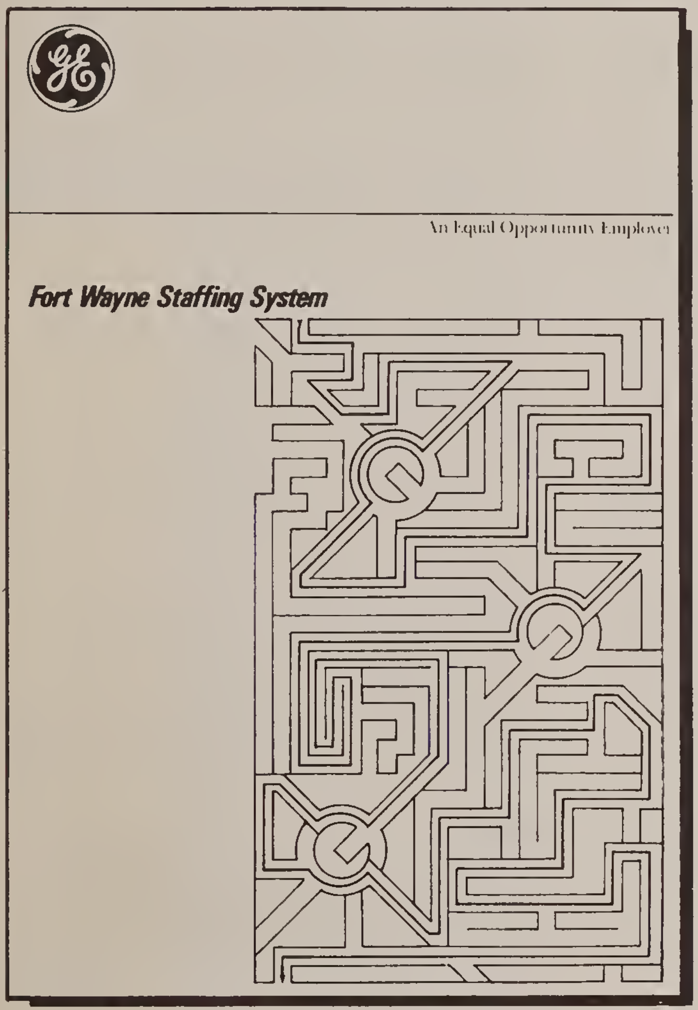
(Above) Dave Koop and Charlotte (Charlie) Woods, Section 14, were among the Motor employees who completed another physical inventory last week. It's a time when employees count, sort, and weigh parts and write inventory cards. More than 24,000 low-value tags were hung and more than 3,000 inventory cards were written at Broadway alone, according to Kent Adamson, manager of Fort Wayne plant cost operations. Says Adamson, who is relatively new on his job, "This was truly a learning experience for me. The people at Broadway and Taylor Street put forth a phenomenal effort,"

GE News

Fort Wayne
Volume 70, Number 22
August 25, 1988

New Fort Wayne Staffing System replaces POP, Open Position List

A new Fort Wayne Staffing System has been created to simplify the process of applying for and filling exempt and nonexempt job openings.


An Equal Opportunity Employer

Fort Wayne Staffing System

This system replaces the Promotional Opportunity Program (POP) for exempt positions through level 9 and nonexempt positions, and the Open Position List for exempt positions levels 10 through 14.

"Combining these systems into one will significantly enhance the efficiency and effectiveness of filling salaried jobs," said Mike Humenik, manager of organization & staffing.

Objectives of the new FWSS include:

- Provide employees with information about the availability and requirements of open positions through level 14 and nonexempt openings.
- Provide an unbiased, systematic tool for reviewing qualified and interested candidates.
- Provide a means for employees to receive feedback relative to their candidacy.
- Assure equality of opportunity for all employees.
- Conform to internal audit procedures expected by government agencies.

Feedback process improved

Applicants will receive feedback at any of several stages in the staffing process, beginning when his or her application is received and screened by the Fort Wayne "Staffing Center." The hiring manager will provide feedback if the applicant is not selected for an interview. Those who are selected for an interview will receive the results of that interview from the hiring manager when a selection decision has been made.

New FWSS forms will provide

Continued on page 4

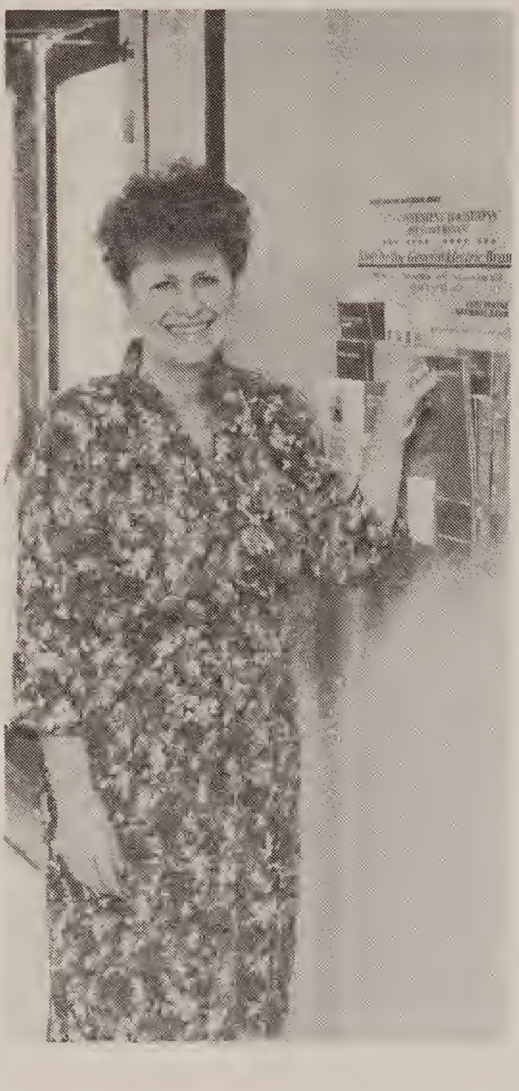
FWSS to take effect September 5

The new Fort Wayne Staffing System goes into effect on Monday, Sept. 5.

Materials introducing the new system were distributed this week to supervisors and managers in the hiring process. A brochure highlighting features of the new system will be distributed to nonexempt and exempt salaried employees in their paycheck on Friday, Aug. 26. Hourly employees will receive a brochure with their Wednesday, Aug. 31 checks.

Employees who are currently seeking a position through POP or the Open Position List will not be required to change over to the new system.

Anyone who has questions about the FWSS should contact their Employee Relations/Organization & Staffing representative.



Connie DiFilippo points to the new information rack located inside the main Taylor Street plant entrance.

Fort Wayne National information racks placed at Taylor St.

New Fort Wayne National Bank information racks have been placed at the front and west plant entrances at Taylor Street.

Purpose of the racks is to provide employees with brochures describing services available at FWNB's many locations, including the Building 21 Branch.

"We would like to see more Taylor Street people take advantage of our banking services in the Building 21 branch," said Connie DiFilippo, branch manager. "Anyone who would like to know more about us should call or stop by the branch any week day from 9 a.m. to 4 p.m."

Second in a series about the new Pension Plan

Guaranteed pensions improved in two steps

For many years, employees with at least 10 years of "pension qualification service" (PQS) have been assured that when they retired directly from GE at age 60 or older, their monthly pension will be at least as high as those listed in the Pension Plan's "guaranteed monthly pension" table.

GE pensions are also calculated on the basis of pension credits accumulated as a percentage of earnings over the employee's entire GE career. This is called the "regular pension" — in contrast to the "guaranteed pension." The regular pension is, of course, also guaranteed by the company. The retiree gets the higher of the two pension amounts.

Calculating guaranteed pensions

Pensions calculated under the "guaranteed monthly pension" table are based on (1) years of "pension benefit service" (PBS), and (2) the employee's average earnings for the highest five consecutive years in the 10 calendar years preceding retirement — the so-called "high-five."

Over the years, this table of guaranteed pensions has been improved many times to keep GE pensions competitive with those offered by other companies. In the new job package, guaranteed pensions will be improved in two steps (A chart outlining these improvements appears on page 11 of the **GE News** job package **Special Edition** which was distributed in July.)

One improvement went into effect July 1, 1988, when the guaranteed pension table was increased from the previous range of $16 to $22 per month for each year of pension benefit service (PBS) to a new range of $17 to $23.50.

The second increase in the guaranteed pension table, which goes into effect Jan. 1, 1990, will increase pensions to a range of from $18 to $25 a month for each year of PBS.

To determine a monthly pension under this table, simply take the figure in the column showing the monthly pension for each year of pension benefit service and multiply by the years of PBS.

For example, under the improvement effective July 1, 1988, an employee who retires with 35 years of service and with average "high-five" earnings of $24,000 would be guaranteed a pension of $20 x 35, or $700 a month. This would, of course, be on top of monthly Social Security payments — the government program into which both employees and the company contribute.

A "guaranteed pension" is really an assurance that, if you have five years of pension qualification service (10 years were previously required), you are guaranteed to receive a pension of at least the amount determined by the use of this table in effect at the time of retirement.

Applies to SERO retirements

Another new feature of the Pension Plan extends the "guaranteed monthly pension" tables to include retirements as early as age 55 under the Special Early Retirement Option.

As mentioned earlier, GE pensions are also calculated on the basis of pension credits accumulated as a percentage of earnings over the employee's entire career, called the "regular pension." Changes and improvements in "regular pensions" will be explained in a later article in this Pension Plan series.

Decatur transfers welcomed

The following is the latest list of Decatur employees who have elected to transfer to Fort Wayne:

Cindy A. Brown, Bldg. 4-4; Jeffrey O. Brown, Bldg. 6-2; David E. Buuck, Taylor Street; Arlene K. Clark, Bldg. 6-2; James M. Friedt, Bldg. 4-3, Myra J. Gaunt, Taylor Street; Clifford Germann, Taylor Street; Stephen K. Herminghuysen, Taylor Street; Kenneth C. Heyerly, Taylor Street; Alicia Martinez, Bldg. 4-4; Linda K. Saylor, Taylor Street; Kathleen S. Schindler, Bldg. 4-2; and David G. Smuts, Bldg. 6-2.

July S&SP report

GE Stock, $42.794; S&S Mutual Fund, $29.823; U.S. Savings Bonds, 50% of face value; and HP Fund and Money Market Fund, both $10.

Year-to-date annual income rate for the HP Fund was 12.5% for '85 investments, 10.4% for '86, 9.4% for '87, and 9.5% for '88.

The LT Fund price for the last day of July was $10.92. The YTD annual reinvestment income rate for the LT Fund was 9.2%; for the Money Market Fund 7.2%.

Remember When club to meet Oct. 17

Remember When, the club for women who worked at GE prior to Dec. 31, 1960, will meet Oct. 17 at Hall's Guesthouse. The evening begins with cash bar at 5:30 p.m., with dinner at 6 p.m. There will be prizes and entertainment. Price is $11.

Those who haven't attended before should call Martha Musselman, 493-3074; Dolores Benginzer, 485-7845; or Hulda Steurzenberger, 749-1229.

Ads

For Sale

Fireplace, elect. logs, used carpet, 493-1590

'72 VW, good engine & trans., $250, 447-7968.

Double charcoal grill, water smoker, $20, 745-1322.

Manual typewriter, port., pica, case, 747-3871.

GE refrigerator, small, ideal for apt. or lake, 744-6615.

'84 Z28 Camaro, 305 H.O., loaded, 724-9061.

Firewood, you haul, $45, 447-1705.

Box spring, Mattress, $50, 485-2553 after 4 p.m.

Pool table, 4'x7' Sears Briarwood, $150, 489-6701.

'80 Mazda GLC Wagon, low mi, $1,000/offer, 447-6247.

Tanning bed, ex. cond., $700, 627-3447.

'81 Pontiac Grand Lemans Safari, loaded, 434-5492.

Alto Sax, Conn, good cond., $200/offer, 482-9054.

3 wheel bicycle, 2 yrs old, $130, 483-7875.

Ping pong table, paddles, $45, 489-9145 after 5 p.m.

Sears chest/freezer, 22.5 cu. ft., $175, 489-1943.

'76 Pontiac, good cond., $600, 486-4272.

AKC Cocker pups, red or blond, 424-2946 aft. 4:30 p.m.

Sofa, celery green & rust, 88", $150, 672-8752.

Travel Trailer, on Story Lake, Loretta, 219-587-9392.

Free gas dryer, works, 637-8615 after 6 p.m.

Lounging chair, high back, $10, 447-5232.

For rent

Winter in Fla., 2 br., 2 bath, adult, (813)-967-9625.

Apt., 1 bed, ac, appliances, $250 per mo., 489-8800.

Adams Lakefront cottage, Aug.-Sept., (219) 854-4019.

Wanted

Lot, N.E. or N.W., water & sewers, 483-8557.

In Memory

Margaret L. Wolcott, 720 Glazier Ave., died July 24. She retired from GE in 1973.

Floyd N. Edwards, 5717 Arbor Ave., died July 26. He retired from GE in 1962.

Harley M. Bottorff, Markle, died July 28. He retired from GE in 1970.

Martin H. Kiefer, Ossian, died July 30. He retired from GE in 1964.

Ralph N. Knox, 6009 Waycross Dr., died July 27. He retired from GE in 1983.

Ads

Building 18-3

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Please print neatly in boxes. Leave space between each word.

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Name ____________________

Address ____________________ **City** ____________________

Bldg. ____________________ **Home Phone** ____________________

Signature ____________________

Production Cycle Time team provides focal point for cycle reduction ideas

Part of a series of articles explaining issues being addressed by Introspect teams in GE Motors. This week: the Production Cycle Time Team.

The production cycle is by far the largest portion of Motors' business cycle in total.

For most orders, the production cycle is three to 15 days. In some cases, however, it can take up to 30 days.

The Production Cycle Time Team, headed by John Boyd, has been charged with the task of developing programs to reduce the production cycle to a **minimum** of 11 calendar days. Discounting weekends, that leaves 7 working days to get every order through a plant and ready for shipment.

In recent years, a number of very good cycle reduction ideas have been implemented from plant to plant, said Boyd.

"Our team is trying to get our hands around all of those ideas and decide which ones make sense for every plant. In essence, we have become the 'focal point' for production cycle reduction ideas in GE Motors."

Eliminating stopping points

A typical motor requires only 1 hour or less in actual labor and machine operations, and another eight hours for varnish and anneal processes, Boyd said.

"In other words, if the motor flowed through the shop with no stopping points or delays, it could be completed in approximately one day."

The object, it follows, is to reduce the stopping points — the queues, the bottlenecks, the delays for machine repair and set-ups, and rework due to quality mistakes.

CMC on top of list

A key to reducing stopping points and delays in the plants lies in the implementation of Contemporary Management Concepts. CMC combines cycle reduction with quality improvement and employee involvement (self direction).

"Employee involvement is absolutely critical to our efforts. The people on the shop floor are the ones who can and have made a real difference."

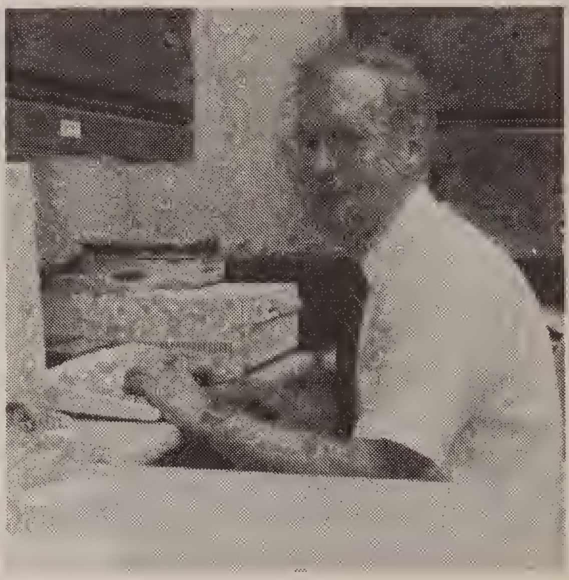
The team is developing an easy-to-read "manufacturing excellence" handbook. It will contain ideas for implementing CMC which have been initiated and tried by employees throughout the business.

Says Boyd, "This is one of many actions our team will be taking to capture the creative ideas of people in the plants and make them available to everyone."

Issue is competitiveness

Why is cycle reduction receiving so much attention?

"Competitiveness," said Boyd. "The Japanese have taught us that the elimination of waste — be it time, materials or money — is the key to cost leadership. Their formula cost has us significant market share right here in our own country.



Boyd

"We can overcome their threat by beating them at their own game. We've got to reduce waste and maximize cost leadership in our business.

"If we can do it as successfully as they did, it will be difficult for them to compete with us from overseas. Our elimination of waste, coupled with our world-class technology and manufacturing experience, will have the same effect on our competitive war domestically."

Staffing System

Continued from page 1

maximum information to the hiring manager and feedback to the employee.

"Participating in the new staffing system will help employees know where they stand and to understand their development needs," said Lois Neloms, who will administer the new program. "It was designed to be a learning experience, not just a means of applying for a job."

Humenik said the revision of the staffing process was brought about as a result of many concerns raised by employees about the old systems. A task force team was formed to address those concerns.

"The team's mission was to develop a system that would help the company place its human resource skills where they can be utilized most effectively, and at the same time help employees get the most out of their GE career," said Humenik.

"The task team has laid the ground work," Neloms said. "But the true success of the system will depend on the cooperation of managers and employees."

Junior Achievement 'Super Bowl' set

October 8 is the date for this year's Junior Achievement "Super Bowl" to be held at participating bowling alleys.

The event helps support JA programs. Funds are raised through pledges.

The cost per bowler is $5. Entry deadline is Sept. 9. Contact Larry Franck, Ext. 2990.

Ads

For Sale

Plane ticket, Omaha to Ft. Wayne, Oct. 9, (219) 745-7955

Boy's bike, Huffy 26", front & back pegs, $30, 482-9054.

'84 Celebrity, auto, ac, clean, $4,150, 749-9372.

'80 Olds Cutlass Wagon, V8, ac, tilt, cruise, $2,300, 747-5730.

'87 Pontoon, new 20 hp motor, 723-5339.

'86 Fiero, red, loaded, $8,300, (219)-786-3776.

Boy's BMX bike, 20", $15, 745-1645.

'72 VW engine & trans., ideal for 3 wheeler, $250, 447-7968.

Hotpoint elect. range, $50, 436-1542.

'75 Olds Omega, 2 dr, V8 350 engine, $550, 745-7540.

Platform rocker, earth tone, good cond., $75, 745-9918.

For Rent

Condo, Myrtle, S.C., 2 br, great fall vac., (216) 526-1258.

In Memory

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Quarter Century Club Outing coming soon

Employees and retirees with 25 or more years of GE service are reminded that the Quarter Century Club Outing is coming Sept. 10.

Memorial Coliseum doors open at 9:30 a.m., and lunch begins at 11:30 a.m. The program is scheduled to begin at 1 p.m.

GE Club Bowling Alley reopens for season

The GE Club Bowling Alley and grill has reopened for the winter season. Open bowling is available on Fridays from 5 p.m. to 9 p.m. and Saturdays from 8:30 p.m. to 11 p.m. Weekday lunches will be served only on Thursdays and Fridays this season.

Leagues begin after Labor Day. Any person or team interested in league play should call the bowling alley on Extension 3242.

'GE Days' at Kings Island set for Sept. 17 and 18

Discount tickets for King's Island "GE Days" are available at all MidWest America Federal Credit Union locations while their supplies last.

Tickets may be purchased for Saturday, Sept. 17, or Sunday, Sept. 18. Specify the day you want when buying the tickets. Cost of each ticket is $6.25. Regular gate admission is $17.95. Saturday hours are 9 a.m. to 11 p.m. Sunday hours are 9 a.m. to 9 p.m. No refunds or exchanges can be made on tickets.

GE Euchre Club, Pensioner Potluck outings scheduled

The GE Euchre Club will meet at 12:30 p.m. on Oct. 4, Nov. 1, Nov. 29, Jan. 3, Feb. 7, March 7, April 4, and May 2.

GE Pensioner Potlucks are set for 11:30 a.m. on Oct. 11, Dec. 6, Mar. 14, and May 9. Please bring a covered dish and table service.

Ads

Building 18-3

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Bldg. ____________ **Home Phone** ____________

Signature ____________________

Purchasing Cycle Team focuses on drawing Motors closer to its vendors

Another in a series about the issues being addressed by Introspect teams in GE Motors.

One Introspect team says it wants to reduce the cycle for entering orders to one calendar day. Another team wants to get every motor order through the plant in no more than 11days.

Sounds great. But how do you get vendors to turn around the materials for those orders in such a tight time frame.

That's the question being addressed by the Puchasing Cycle Time Team, headed by Motor Purchasing Manager Dave Wathen.

"The key," said Wathen, "is to communicate needs and requirements to our vendors earlier than we have in the past. We need to stop waiting until all of our planning and scheduling has been done before we bring vendors into the picture."

Motors needs to share its sales forecast and line rate information with vendors, Wathen said. "That will help the vendor schedule his plant to meet our schedule."

Take lead cable for example. In most cases, lead cables are essentially the same for every application, except for the color of the insulation.

If a lead cable supplier knew in advance how many cables Motors would need during a given period, he could begin producing those cables ahead of time to meet Motors' schedule. The color insulation could be added later in the cycle after Motors knew and shared more about its customers' specific requirements.

"What we're basically talking about here is partnering," Wathen said. "If we want to shorten our production cycle, we must begin thinking of our suppliers as part of our business."

But partnering is more than just saying, "lets be partners," Wathen said. Vendors want commitments.

Over the coming months, Motors will significantly reduce its number of suppliers and make much stronger commitments to those remaining. The goal is to have one supplier (partner) for each material in each plant.

Quality will be a major factor in determining which of its current suppliers Motors will choose to be in partnership with.

"We want certified suppliers – those whose quality we trust to the extent that we will not have to inspect their product (inspection adds time to the overall production cycle.)."

Many vendors will be asked to utilize a computer network which links Motors' Purchased Material Control (PMC) system with their order entry systems. The network, called the Electronic Data Interchange (EDI) system, will automatically send PMC-generated purchase orders to the supplier.

Dave Wathen

EDI will be used by purchasing organizations in several GE businesses. Motors plans to be a leader in its implementation.

"With EDI, we not only eliminate time associated with mailing purchase orders, but also the time spent by both our business and the vendor in handling them," said Wathen. "We'll also be able to eliminate thousands of hours spent annually on processing paper acknowledgements, shipping notices, invoices, receiving tickets and even the payment itself.

"By implementing EDI, we will be drawing ourselves closer to our suppliers – becoming more like one business working to achieve the goal of serving Motors customers. It's reflective of the overall effort we will be putting forth in the coming months to shorten our purchasing cycle and make our business more competitive."

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GE News

Fort Wayne
Volume 70, Number 25
September 15, 1988

On behalf of Hewlett-Packard, Fort Wayne Manufacturing Operations Manager Pat Palmisano passes out Idaho Spud Bars to Lois Oetting (right) and Diane Moore, Building 4-4.

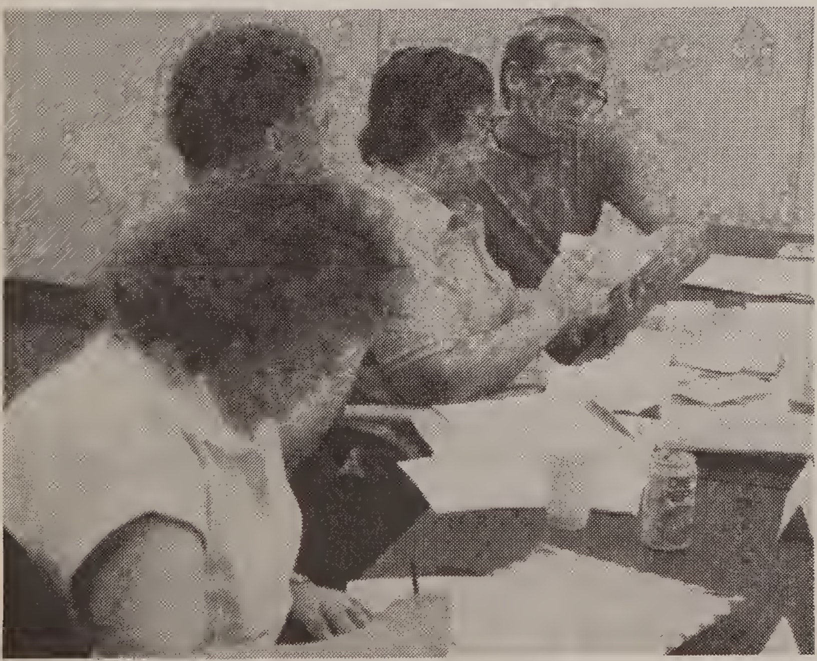
One spud is worth a thousand words

What's the *sweetest* way to say thanks for a job well done? Hewlett-Packard, a valued GE Motors customer, may have found the answer.

The Boise, Idaho-based computer products manufacturer last week sent Idaho Spud candy bars to employees on the small AC motor line at Broadway in appreciation for five months of 100% promises kept.

"The people in small AC have worked very hard to please Hewlett-Packard," said Broadway Production Manager Ron Kroemer, noting that quality of the HP disk-drive motors has also improved.

"I think everyone realizes what Hewlett-Packard means to us in terms of job security. Through this token of appreciation, we are reminded of how important we are to Hewlett Packard.



ECSF Board members (from left) Eula Bowser, Dorothy Dell, Dorothy Dukes and Jerry Wilson make plans for the upcoming ECSF campaign.

ECSF Campaign planned

The annual Employees' Community Services Fund Campaign is set for the week of Sept. 26 thru 30.

During this period, Fort Wayne GE employees will be asked to pledge their support for the 29 agencies and 64 human service programs funded by the United Way of Allen County in the upcoming year.

Volunteer ECSF Board members from Motors, Transformer, ACSD, Local 901 and Lodge 70 met last week to organize the campaign.

"We hope that employees will take this period prior to the campaign to decide how much they will be able and willing to give through payroll deduction or cash contribution to the United Way in 1989," said Lois Neloms, chairperson of the ECSF Board.

More details of the ECSF campaign will be provided next week.

EDITORIAL

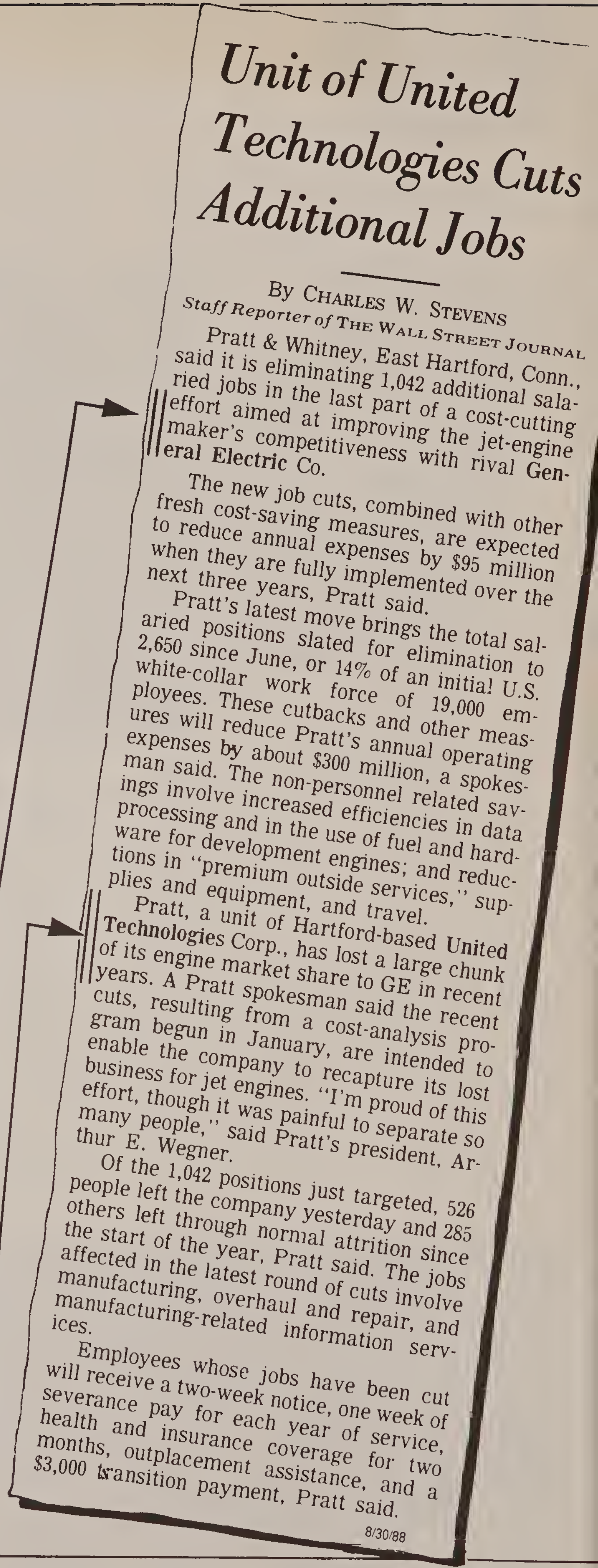
Sometimes a back-page news story can speak more powerfully and eloquently than a hundred speeches, articles, or memos.

This one, from the *The Wall Street Journal* of a week ago, tells it all: the rigors of world competition; how winning means the difference between rough and soft landings and — better than any chart or testimonial — how a team, tens-of-thousands strong, moving with the spirit and common purpose of a small company, set out to overtake a powerful and worthy competitor — and did it.

This story serves to remind every GE business that it is the customer who judges, and passes sentence, on those who wish to participate in global markets.

effort aimed at improving the jet-engine maker's competitiveness with rival **General Electric** Co.

Pratt, a unit of Hartford-based **United Technologies** Corp., has lost a large chunk of its engine market share to GE in recent years.



Unit of United Technologies Cuts Additional Jobs

By CHARLES W. STEVENS
Staff Reporter of THE WALL STREET JOURNAL

Pratt & Whitney, East Hartford, Conn., said it is eliminating 1,042 additional salaried jobs in the last part of a cost-cutting effort aimed at improving the jet-engine maker's competitiveness with rival **General Electric** Co.

The new job cuts, combined with other fresh cost-saving measures, are expected to reduce annual expenses by $95 million when they are fully implemented over the next three years, Pratt said.

Pratt's latest move brings the total salaried positions slated for elimination to 2,650 since June, or 14% of an initial U.S. white-collar work force of 19,000 employees. These cutbacks and other measures will reduce Pratt's annual operating expenses by about $300 million, a spokesman said. The non-personnel related savings involve increased efficiencies in data processing and in the use of fuel and hardware for development engines; and reductions in "premium outside services," supplies and equipment, and travel.

Pratt, a unit of Hartford-based **United Technologies** Corp., has lost a large chunk of its engine market share to GE in recent years. A Pratt spokesman said the recent cuts, resulting from a cost-analysis program begun in January, are intended to enable the company to recapture its lost business for jet engines. "I'm proud of this effort, though it was painful to separate so many people," said Pratt's president, Arthur E. Wegner.

Of the 1,042 positions just targeted, 526 people left the company yesterday and 285 others left through normal attrition since the start of the year, Pratt said. The jobs affected in the latest round of cuts involve manufacturing, overhaul and repair, and manufacturing-related information services.

Employees whose jobs have been cut will receive a two-week notice, one week of severance pay for each year of service, health and insurance coverage for two months, outplacement assistance, and a $3,000 transition payment, Pratt said.

8/30/88

Former Decatur plant employees welcomed to Fort Wayne operations

Fort Wayne GE operations welcome Russel Bustos, Taylor Street; and Clifford Germann, Taylor Street. They are the latest in the list of employees who have elected to transfer to Fort Wayne from the Decatur Motor Manufacturing plant.

GE News

Fort Wayne
Volume 70, Number 24
September 8, 1988

Local showcase home features new Carrier furnace, GE motors

One of the homes featured in the upcoming Parade of Homes show at NorthPointe Woods will be of particular interest to Motor employees.

The "St. Lorraine," home number 7, will feature Carrier's new highly efficient and comfortable WEATHERMAKER INFINITY gas furnace, which contains two GE "brushless" electronically commutated motors (ECM).

WEATHERMAK

Jeff Greer, service technician for Korte Electric Heating & Air Conditioning, points to a GE variable speed ECM located inside a newly installed Carrier WEATHERMAKER INFINITY gas furnace. The furnace will be on display in one of the homes in the Sept. 10-18 Parade of Homes show at NorthPointe Woods, a new subdivision located 3 mi. north of Colisuem Blvd. on North Clinton.

The furnace automatically adjusts its flow of warm air to the exact needs of the home. Gone are sudden cold blasts, overheating, and uncomfortable temperature swings. The WEATHERMAKER INFINITY is 94% efficient in its use of gas.

"Carrier is calling this the first heating system for the 1990s," said Jerry Korte. His local company, Korte Electric Heating and Air Conditioning, installed the WEATHERMAKER INFINITY in the St. Lorraine.

"This furnace has only recently become available to us. We sold four of them the first week. And we've received a number of telephone calls from people who had heard about the WEATHERMAKER INFINITY and wanted to know more," Korte said.

The GE blower ECM runs continuously and quietly, adjusting itself according to the temperature of the room. It uses 80% less electricity than conventional high-efficiency furnace motors. The smaller variable speed inducer ECM provides high-efficiency removal of combustion gases from the home.

The blower motor is produced in Springfield, and the smaller draft-inducer motor is built in Jonesboro.

GE Motors engineers have had the leading role in the development of the ECM technology. Carrier engineers brought a great deal of expertise to the application of ECM to their furnace, as Trane engineers have to the application of ECM to their heat pump.

Beyond the Heating and Air-Conditioning market, the ECM technology is also expected to make future inroads in the refrigeration, laundry, automotive and other markets.

S&SP payouts subject to extra tax

Most Savings & Security Program participants will be required to pay a 10% income tax on top of the regular tax paid on the taxable portion of their January payout of 1985 S&SP Holding Period savings. The additional tax is the result of 1986 tax-reform legislation.

For example, a participant receiving a distribution with $2,000 in taxable income could owe regular income taxes on the payout *plus* a 10% additional income tax of $200. Estimated Taxable income is shown on the HP Distribution Notice mailed to participants' homes last month.

The extra tax does not apply in certain cases, such as distributions made to participants who are over age 59 1/2 on the day of the distribution.

One way to avoid the 10% additional tax and defer the regular income taxes owed on the January 1989 distribution is to take advantage of S&SP's Retirement Option Account. Three of the distribution alternatives allow participants to place part or all of the distribution in the ROA. Securities retained in the ROA continue to grow tax-free until a participant retires or leaves GE.

Decatur employees welcomed

The latest list of Decatur Motor plant employees who have transferred to Fort Wayne includes: Ann Johnson, Taylor Street; Marvin Tague, Taylor Street; Janice Davis, Taylor Street; Ronnie Garner, Taylor Street; Simon Holloway, Taylor Street; Thomas Schindler, Taylor Street; Richard Weiland, Taylor Street; Diane Werling, Taylor Street; and Micheal Werling, Taylor Street.

Ads

Ride Wanted

From Churubusco to TS, 1st shift, 639-2391.

For Sale

Pop-up camper, Porta Cabin, slps 6, $900, 483-9257.
Furniture, bedrm & living rm, major appliances, 637-1610.
Railroad ties, $6 each, 485-2002.
Spoke wheel covers, 15" Lincoln, 4 for $60, 484-7379.
Trailer, Yellowstone Country-Club, 32', 447-2280.
5 pc. dinette set, rnd, 36", 1 leaf, new seats & backs, 485-8291.
'83 Pontiac, 27,500 mi., 456-3135.
Firewood, will deliver, 456-5571.
Garage sale, 1502 Gardendale Ave., Sept. 9-11.
Tanning bed, x-cellent cond., $700, 672-3447.
Mobile home, 3 br, 1 1/2 bath, ac, 489-6944.
Dinette set, formica top, 4 chairs, $60, 432-3981.
Beer keg, tap, accessories, 483-0652.
Firewood, pick-up load, you-haul, $45, 447-1705.
Dinette, 4 chairs, formica top, $50, 745-1645.
Elect. add machine, man. typewriter, $10, 456-4218.
Elect. slicing knife, 30 cup perculator, 744-1770.
17' Travel Trailer, self cont., $3,000, 432-1730.
Room divider, cont. shelves, desk, storage, $300, 672-8219.
Sewing machine, cab., $65, 489-9145 after 5 p.m.
70 Lemans, convertible, new top, ac, streo, $2,395, 432-8529.

Wanted

Aluminum fishing boat, trailer, 749-2407.
Slide trays, old Bell & Howell, TDC, 489-1064 after 4 p.m.

For rent

Myrtle S.C. 2 br, condo, pool, 216-526-1258.
Goose Lake front cottage, boat, Sept./Oct., 219-244-6255.

Joe Taylor's Red Birds Celebrate 40 years

Employees are invited to an open house to celebrate Joe Taylor's Red Birds' 40 years of country music. It's being held Sunday, Sept. 18, from 3 to 9 p.m. in the St. Jude Parish Recreation Hall, East State and Randalia. Taylor, a GE retiree, and his band are a local favorite.

Ads

Building 18-3

Check One:
☐ For Sale
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Please print neatly. 40 letters maximum.

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Name ____________________
Address ____________________ **City** ____________________
Bldg. ____________________ **Home Phone** ____________________
Signature ____________________

Ads

For Sale

6-rm ranch, by owner, 1 owner, S. Anthony, 447-5438.
Qt. canning jars, lg. mouth, $1.50 doz., 447-1126.
'87 Mobile Home, 2 br, 2 bath, take over mort., 683-4309 after 5 p.m.
Garage Sale, Sept. 16/17, 5307 Arrow Head Pass, Kekionga Shores.
'79 Buick Estate Wagon, loaded, good cond. $1,000, 493-4424.
Firewood, 485-2002.
'80 Buick Park Ave., 350 V8, all pwr, 62,600 mi., $2,650, 747-2401.
'72 VW engine/trans., ideal for 3 whlr, $250, 447-7968.
Bird cage, lrg., reasonable, 484-2721.
'87 Chevy Z24 Cavalier, loaded, $10,000, 489-9145 after 5 p.m.
Doll house furn., 1" scale, 493-1240.
Youth desk, $50, 639-3740.
Boat lift, lite duty, $300, 489-3844.
GE port. dishwasher, 5 cycle, like new, 622-4640.
Garage door opener, 1/2 hp screw drive, heavy, $125, 637-8615.
KZ1000 Motorcycle, st. or race ready, 489-2140.
Men's slacks, shirts, sport coat, suit, 483-4589.
Garage sale, 6101 S. Calhoun, Sept. 23 & 24, 9 to 5.
'85 mobile home, adult park, Zephyrhills, Fla., (813) 788-4602.

New rules apply to S&SP withdrawals

Starting in 1989, there will be new rules on withdrawals of securities retained in the Retirement Option Account of the Savings & Security Program.

Employees will be permitted to make one withdrawal at any time during the year without reason of "hardship." This withdrawal can be from your own savings, the company matching payment, and income that have been in the program for at least two full calendar years.

In addition, "hardship" withdrawals will be permitted for qualified reasons, such as serious personal or family emergencies, illness, injury, layoff, purchase of a primary residence and payment of educational expenses.

There is no change in the rules for Deferred Pay Accounts, which currently limit withdrawals to financial emergencies, purchase of a home and college education expenses.

Calendar

Reminder: The Winter Street Plant Reunion is set for Saturday, Oct. 1, 6 to 12 p.m., at Monty's F.O.P. Hall. The cost is $9 per person.

Reservations are due Sept. 21. Mail a check and note with your name, address and phone number to Marge Evans, 4905 Bluffton Rd., Fort Wayne IN 46809.

GE Club Bingo will be played at 7:30 p.m. on Oct. 8, Nov. 2, Dec. 10, March 11 and April 8. Doors open at 7 p.m.

The GE Club Table Tennis League is reorganizing for the new season. The league meets Tuesday and Thursday evenings from 5 to 6 p.m. Players are scheduled to play one night per week, with open play available on the alternate evening. Open practice will be held Tuesday and Thursday evenings, Sept. 20 - Oct. 11.

The Hermetic Motor Reunion is set for Saturday, Nov. 5, at Goeglein's on Maysville Rd.

Dinner/social hour begins at 7 p.m. Music and prize drawings begin at 9 p.m. The cost is $7.25 per person. Return the reservation form below by Oct. 14.

HMO Reunion Reservation

Enclosed is $____ for ____ reservations ($7.25 per person).

Name ____________________

Guest's name ____________________

Home phone ____________________

Make checks payable to Martha Musselman. Return this form and check to Sally Eichhorn, Bldg. 4-4; Ed Evans, ACSD; or Martha Musselman, 1300 Daly Dr., New Haven, IN 46774.

Ads

Building 18-3

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Name ____________________
Address ____________________ **City** ____________________
Bldg. ____________________ **Home Phone** ____________________
Signature ____________________

SERO, Special Voluntary Layoff Bonus benefits require employees to apply in advance

I am interested in applying for the:

☐ *Special Early Retirement Option (SERO).*

☐ *Special Voluntary Layoff Bonus.*

Name____________________ **Job code**________________

Address__________________ **Home telephone** ____________

________________________ **Birth date** ________________

________________________ **Cont. Service date** ____________

________________________ **Seniority date** ______________

Soc. Security #______________ ☐ **Hourly** ☐ **Nonexempt Sal.**

This application does not **obligate** me to retire under the selected option.

Two new contract provisions — the Special Early Retirement Option (SERO) and the Special Voluntary Layoff Bonus — both require that hourly and nonexempt salaried employees apply 15 days in advance of a workforce reduction announcement.

In view of the 15 day notification requirement, **employees who think they may have an interest in either of these plans should complete the adjacent application form and submit it to their Relations office immediately.** Applications may be submitted prior to reaching the age and service requirements for each of the benefits.

Applications on file will be considered a permanent and ongoing self-nomination for the benefit selected. These forms will also soon be available from your Relations office or in the 18-1 Personnel Accounting Office.

Implementation of this self-nomination system is necessary to comply with contract provisions in the event future workforce reductions occur. Based on present business conditions in Fort Wayne, announcements of this type are not anticipated.

- **Special Early Retirement Option (SERO)** — This new benefit is for hourly and nonexempt salaried employees between ages 55 and 60 who have 25 or more years of pension qualification service (PQS) and who are directly impacted by a "permanent job loss event" or volunteer as a substitute for another impacted employee.

A "permanent job loss event" involves work transfer/automation, discontinuance of discrete, unreplaced product line, or permanent reduction in force.

SERO provides the opportunity for eligible employees to choose retirement as early as age 55 with full retirement benefits, including a special $200 monthly supplemental payment. Upon acceptance, the employee retires the first day of the month following the permanent job loss event.

- **Special Voluntary Layoff Bonus** — Employees age 60 or older with 15 or more years of service who are in job classifications directly adversely affected by an indefinite workforce reduction expected to exceed six months may elect to be considered for a $7,500 special voluntary layoff bonus.

Those receiving the bonus are also eligible to begin receiving full, unreduced pension benefits.

Employees must confirm their acceptance immediately following the company's offer of this special benefit.

Benefits such as SERO, Special Voluntary Layoff Bonus, Special Retirement Bonus, Special Continued Termination Pay, Special Continued Severance Pay, Lump Sum Severance Pay, and Income Extension Aid will be integrated on the basis of seniority. That way, the number of employees retiring under these options cannot exceed the net number of positions to be eliminated.

The benefit will also be coordinated with the severance or layoff benefit options described above so employees eligible for more than one option may choose only one of the available options.

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GE News

GENERAL PERIODICALS
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Fort Wayne
Volume 70, Number 27
October 6, 1988

(top from left) Dave Swallow and Richard Teeple load 30-frame motor parts onto the assembly line. (bottom from left) John Calhoun takes the motor off the paint chain and Leonard Thieme packs the completed motor in a box for shipping.

Sect. 14 puts first 30-frame motor down the assembly line last week

Section 14 completed its first 30-frame motor last week.

A test run was made in the early afternoon on Friday, and actual production began soon after.

According to Materials & Systems Manager John Baughan, 100 30-frame motors will be built per-day during the first full week of production. By late January, it is expected that 800 per-day will be built. 30-frame production is being transferred from the Decatur plant.

"So far, things are working out well. We've had no major problems," said Baughan. "Everyone has done a great job of getting this project off the ground."

Personal Pension Account, Career-annuity formula improve regular pensions, offer more flexibility

Fourth in a series of articles about the new GE Pension Plan.

When employees retire from GE at age 60 or older, they receive the higher of either the "guaranteed pension" or the "regular pension."

The guaranteed pension is calculated under the "guaranteed monthly pension table," which is based on (1) years of "pension benefit service" (PBS), and (2) the employee's average earnings for the highest five consecutive years in the 10 calendar years preceding retirement.

The regular pension is based on a combination of (1) past-service credits and future-service credits (called the "career annuity"), and (2) the new Personal Pension Account annuity, which will become effective Jan. 1, 1989. The new method for developing regular pensions gives employees greater flexibility in choosing how to receive their pension.

"Career-annuity" formula

"Career-annuities" – formerly called "career-average credits" – are particularly important to employees whose average annual earnings are near the top of or above the guaranteed-pension table.

Almost half the hourly employees who retired in 1987 received a larger "regular pension" than their "guaranteed pension" as a result of calculations based on their career earnings.

Each year you are employed by GE, you accumulate pension credits based on your earnings for that year and the formula applying to that year.

For example, in 1988 under the current formula you will be credited with 1.3% of your first $14,000 of earnings plus 2.4% of pay over $14,000.

To meet new tax law requirements, the formula for determining a "regular pension" based on career annuities had to be revised.

Effective Jan. 1, 1989, the new formula for calculating regular pensions is based on the employee's annual earnings up to a level referred to as "covered compensation" in the Internal Revenue Code. For most employees it is expected to be based on a 35-year average of maximum wages on which Social Security taxes have been collected.

For 1989, this level is anticipated to be between $16,900 and $17,640 – the average from 1955 to 1989 inclusive. This figure will change annually and will be reported by the government.

For employees with up to 35 years' service, the new formula provides career-annuity benefits of 1.45% of annual earnings up to "covered compensation," and 1.9% of earnings above that level. For employees with 35 or more years of service, pension credits will be 1.45% on all earnings.

The difference results from a restriction in the new tax law, which limits to 35 the number of years an employee may be credited with higher pension rates on earnings above "covered compensation." Thereafter, a single rate must apply to all earnings after 35 years of service have been attained. Other tax-law restrictions force the use of the lower (1.45%) rate rather than the higher (1.9%) rate after 35 years of service.

In most cases, the pension accrued in a single year under the new "career-annuity" formula will be less than under the previous formula. However, with the update for pre-1988 service (effective Dec. 1, 1988), the new Personal Pension Account arrangement, and taking into account the reduction in employee contributions, most employees will have higher total pensions than would have been received if the plan had not been redesigned.

Enrichment of pre-1988 service credits

Effective Dec. 1, 1988 – prior to the new formula going into effect for career-annuity credits – GE is updating past-service credits for employees covered by the Pension Plan during the years 1983 through 1987 and having at least five years of pension qualification service.

In the calculation of this update, .95% of average 1983-87 earnings up to $25,000 is added to 1.50% of earnings over that amount. This total is then multiplied by the employee's years of pension service to the end of 1987 to determine the new career-annuity pension for service before 1988.

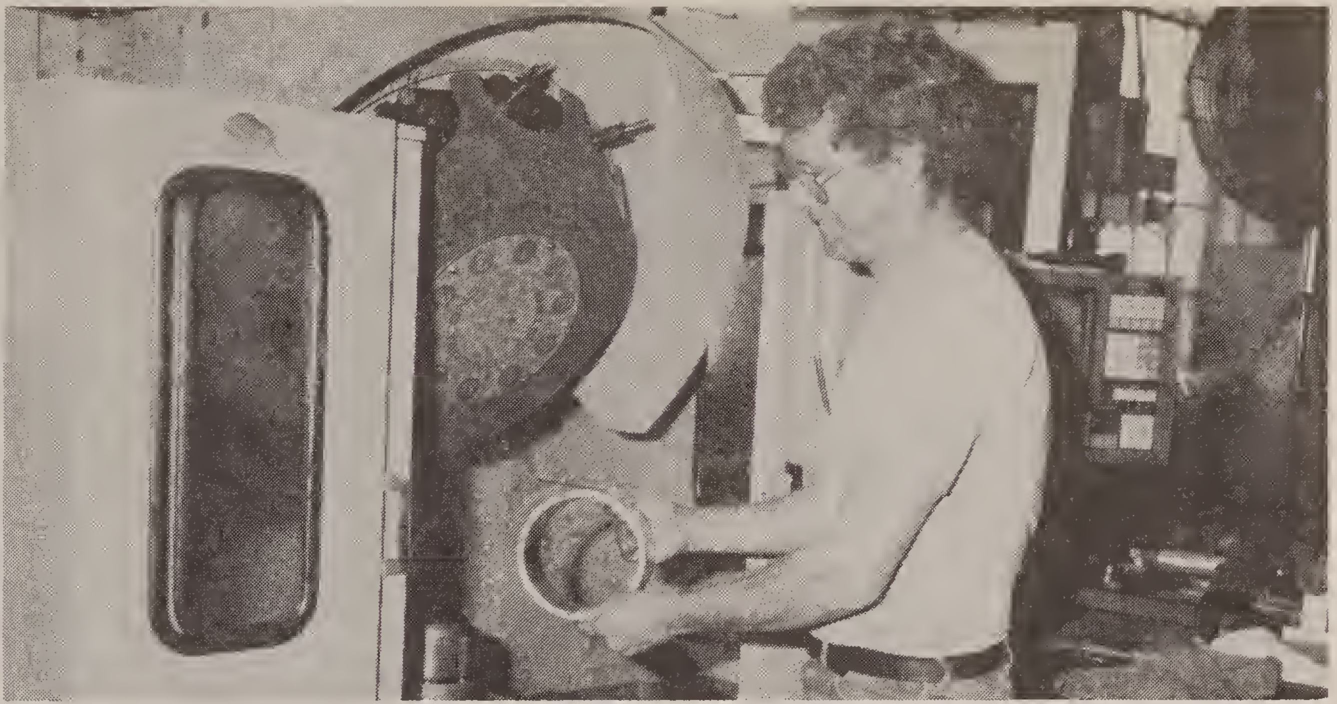
This formula will provide different increases in regular pension credits, depending on the individual's earnings histories and pension service. The employee will receive the larger of the career annuity determined by the new formula or that previously credited by the old.

Any adjustment in the credits will be effective Dec. 1, 1988, and will apply to pensions payable on or after that date. Employees retiring on or after July 1, 1988 under the "career-annuity pension" formula will get a pension increase beginning in December. Thus, there is no need to postpone retirement plans in order to take advantage of this updat-

Continued on next page

GE News

Fort Wayne
Volume 70, Number 26
September 29, 1988



Bob McBride, Building 4-3, operates a Brothers yoke drill which was purchased as part of 1988 plant and equipment investments.

Broadway equipment investments to exceed $3 million in 1989

GE Motors plans to invest more-than $3 million in new equipment and tooling for the Broadway Motor plant in 1989.

Jim Stockman, technical support manager for Fort Wayne Motor Manufacturing Operations, outlined the planned projects at this week's "communicator meeting." The meeting is attended by hourly workteam communicators, representing each area in the plant, and plant staff employees.

"These investments are an indication that GE management believes in our future," said Stockman.

Among the new equipment planned for 1989 are a new punch press for Building 4-1, a new battery truck coil machine for Building 4-2, and a new surge test machine for Building 4-4. Other new equipment will be purchased to support the upcoming redesign of the battery truck motor.

GE invested approximately $2 million in the Broadway plant in 1988. That money went for equipment like the Brothers yoke drill in Building 4-3 and two DC motor test machines and DC armature trickle treat machines to be installed in Building 6-2 by year's end.

"We are definitely receiving our fair share of Motors' plant and equipment budget," said Stockman. "Our challenge in the coming year will be to do everything we can to get a payback from those investments."

See related article on page 4.

> *'We are definitely receiving our fair share of Motors' plant and equipment budget.'*
>
> Jim Stockman

More than 900 employees with 25 or more years of service attended the Quarter Century Club Outing Sept. 10 in the Memorial Coliseum. Here are a few snapshots.

Happenings

• ***Jazzercise*** is once again being offered in the GE Club gym from 5:10 to 6:10 p.m. on Mondays and Wednesdays. Through October, GE employees will receive a 50% discount on the price of Jazzercise classes. Participants will pay $10 for eight classes, $5 for four classes or $2 per class. After October, the employee price will be 10% off the regular price, or $18 for eight classes, $9 for four classes or $3 per class.

Jazzercise is a low-impact form of dance exercise for both men and women. Classes are led by a qualified instructor. Participants should bring comfortable shoes (no street shoes please) and clothes, and a rug, towell or mat for floor routines.

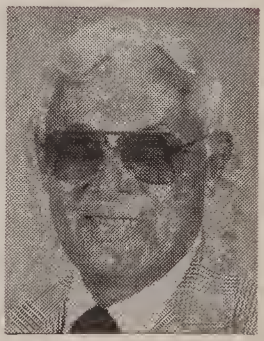
Anyone with further questions should contact Maria Aguirre, Jazzercise instructor, at 486-9400.

• ***The Men's Power Volleyball league*** will have an organizational meeting for team captains on Oct. 5 at 7 p.m. in the Club gym. Any individual who would like to play this season should contact Denny Sherman, league manager, on Ext. 2049.

• ***GE Club Bingo*** will be played at 7:30 p.m. on Oct. 8, Nov. 12 (correction to Sept. 15 GE News announcement), Dec. 10; March 11, and April 8. Doors open at 7 p.m.

Retirements

Employees who have recently chosen to retire include Dean Crum, Transformer, and Margie Guinn, Building 18-1.



David F. Brunett retires with 34 years of service. He began as an accounting clerk at Winter Street and retires as a financial analyst at Taylor Street.

James R. Webber retires with 32 years of service. He began as a pack operator in DeKalb and retires as Maintenance manager at Taylor Street.

Ads

For Sale

Lawn-Boy mower, needs work, $30, 486-4529.

'79 Pontiac Sunbird, ac, am/fm, $1,000, 637-2702.

Aluminum easel, adjust., folds flat, new, $45, 485-3740.

'82 Ford Granada, 6 cyl., auto, ac, cc, $2,200, 432-8039.

'80 Chrysler LeBaron, good cond., $1,500, 489-3844.

Furnace mtd. humid., up to 2,800 sq. ft., $75, 637-8615.

Lake mobile home, furn., boat/motor, (517) 483-8474.

GE refrig., 5 yrs. old, $75, 344-1645.

'87 Terry Travel Trailer, 28', 627-2975.

Antique cider press, 5 gal., $250, 432-8169 eves.

'81 Pontiac Gran Lemans Safari, options, 219-475-5182.

Brown recliner, ottoman, $35, 483-0318.

28' Pontoon, 85 h.p., 834-7802.

Dehumidifier, 28 pint, 482-7181.

Yankees vs Tigers, Sept. 30, Oct. 1-2, 1 ticket, 484-6569.

GE portable dishwasher, little use, 747-4313.

Technics turntable, lots of features, $25/offer, 486-4006.

Platform rocker, good cond., $45, 482-8918.

'74 Super Beetle, 1 owner, $900, 456-9160.

2 office desks, large, 424-7474.

Live floor plants, 2 norfolk pine, 3 Schefflerd, 432-8926.

Deluxe phone recorder, remote, $65, 486-4863 eves.

'69 Cutlass Convert., 485-1707 eves.

Fla. mobile home, furn., police protect., (219) 586-2058.

'78 Ford LTD, $750, 485-9533.

Pump shotgun, 12 gauge, never fired, $325, 483-7278.

Manual typewriter, Royal, pica, case, $35, 747-3871.

Inside screens, 39x17" & 47x21", 744-0531.

Remington rifle, mod 700 30-01 Spfld cal., 637-1610.

Queen sofa bed, $200, coffee table, record cabinet, 744-1174.

W. Germany wood/coal burner, 2 season use, $550, 747-7690.

Inside/out storage space, cars, boats, etc. 636-7264.

3 chrome bar stools, vinyle seat & back, $150, 747-3542.

Dinette, 4 chrs, smoked orange glass, $100, 485-5070.

'80 Olds Cutlass wagon, V8, ac, cc, tilt, $2,000, 747-5730.

Amplica Satellite Dish System, (219) 728-9920 eves.

Kerosun Heater Omni 25, $65, 432-2332 eves.

Fla. mobile home, near Cypress Gardens, (813) 324-6548.

AKC Blond pups, female, 3 mo., $75, 424-2946 eves.

Sliding glass doors, hardware & screen, $50, 447-2403.

For rent

Time share condo, Daytona Beach, wk. 22, 483-6229.

Apartment, near Broadway, 1 br, $240 & lights, 747-0381.

Myrtle Beach 2 br Condo, (216) 235-2746.

Wanted

Bowling teams, for Sat. Pete & Tillie league, 447-0115.

Large domed bird cage, 484-2721.

Lionel & American Flyer & Marks trains, 219-724-8011 eves.

Help drive to Fla. West Coast, late Oct. 485-9215.

In memory

Raymond V. Garwood, Van Wert, Ohio, died Aug. 2. He retired in 1977.

Richard P. Lee, Huntington, died Aug. 5. He retired in 1979.

Lester C. Bland, Monroeville, died Aug. 6. He retired in 1973.

Allen J. Ruble, 7520 Kingsway Dr., died Aug. 8. He retired in 1974.

James C. Scarbrough, Roanoke, died Aug. 8. He retired in 1959.

Kenneth D. Malott, 1616 Oakland, died Aug. 11. He retired in 1969.

Louis P. Meyers, 7701 Lwr. Huntington Rd., died Aug. 15. He retired in 1974.

Lindsay E. Eastes, Columbia City, died Aug. 17. He retired in 1972.

Grayse B. Akins, Continental, Ohio, died Aug. 17. She retired in 1971.

Roland L. Flightner, 4004 Windswept Dr., died Aug. 23. He retired in 1966.

Richard G. Merchant, 330 E. Hoover Dr., died Aug. 24. He retired in 1979.

Bonnie G. Gage, New Haven, died Aug. 28. She retired in 1983.

John P. Wyss, 5808 Wallen Rd., died Aug. 29. He retired in 1970.

Ads

Building 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Please print neatly. Limit 40 letters.

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the GE News. No more than 40 characters per ad (use format above). The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

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Address ____________________ **City** ____________________
Bldg. ____________________ **Home Phone** ____________________
Signature ____________________

Jim Stockman asks Broadway workteam communicators and plant staff people to help identify investment projects.

Investments must make good sense, Stockman tells group

Related to page 1 article

The more than $3 million to be spent for equipment at Broadway in 1989 is part of the $200 million overall investment which GE promised to make in Motors over the next three years.

As announced earlier, one third of the $200 million goes for new product development, one third for plant restructurings, and the other third is to be divided up among GE's Motor Manufacturing Operations for plant and equipment improvements.

"In order to obtain part of the plant and equipment budget, we have to prove that the projects we're requesting funds for will provide a substantial payback," Stockman said. "Obviously there are cases when we have to replace an existing piece of equipment simply because it is worn out. But at this critical stage in our business, we need to focus on putting our dollars toward projects that will yield significant cost savings, quality improvements or other benefits."

He said employees' inputs are critical to the process of identifying such projects. "Nobody knows our equipment like the people who use it every day. I encourage you to come forward and suggest any investment projects which might provide paybacks for the business."

Welcome Decatur transfers

Following is the latest list of Decatur Motor plant employees who have elected to transfer to Fort Wayne Operations. Thomas Baxter, Robert Brown Jr., Linda Rambo, Marilyn Vetter, Sharon Wright, Alice Johnson, and Rebecca Peirce, Taylor Street; Joseph Guerra, Building 4-3; Mary Tricker and Rosemarie Villagomez, Building 4-2.

August S&SP Report

Here are the prices used to credit Savings & Security Program accounts in August.

GE Stock, $40.484; S&S Mutual Fund, $29.493; U.S. Savings Bonds, 50% of face value; and HP Fund and Money Market Fund, both $10.

Year-to-date annual income rate for the HP Fund was 12.5% for '85 investments, 10.4% for '86; 9.3% for '87 and 9.6% for '88.

The LT Fund price for the last day of August was $10.83. The YTD annual reinvestment income rate for the LT Fund was 9.5%; and for the Money Market Fund 7.3%.

STOP signs YIELD big dollars for 'highway bandits'

Editors note: Last week's Motor News reported on the skyrocketing price of aluminum, a metal which GE Motors' spends millions of dollars on each year. A Sept. 22 Wall Street Journal article helps illustrate just how out of hand these prices have gotten.

If the stop sign on your street has come up missing lately, there's a chance that it has been cashed in – just like a pop can – for recycling.

According to the ***Wall Street Journal*** article, "highway bandits" across the country are stealing road signs, guardrails, aircraft parts, farm irrigation pipes, and just about anything else containing aluminum.

The article says scrapyards are paying about 40% more per pound for low-grade aluminum than they did a year ago.

California has issued a public plea to motorist, asking them to report suspicious roadside "work crews" operating without official vehicles or uniforms.

In some states, workers are now welding – rather than just bolting – guardrails in place.

Vacated homes have been found stripped of aluminum siding and gutters.

In Washington state, thieves took aluminum seats stored outside Seattle's Kingdome.

Says one transportation department official in Illinois, "If crews don't get to an accident scene fast after somebody's knocked down a light pole, (the light pole) disappears, too."

Continued from page 2

ing of past-service credits.

Personal Pension Account

Besides the benefits provided under the "career-annuity" formula, the other major element in the "regular pension" is the establishment of a new Personal Pension Account for each employee beginning Jan. 1, 1989. Employee contributions made in 1989 and thereafter will accumulate in each participant's Personal Pension Account.

Each account will earn interest. The interest will be credited at an annual rate equal to the average annual 10-year constant maturity yield of U.S. Treasury Securities for the preceding three years.

For example, in 1988 the interest rate – based on this formula – would have been 8.89%. The rate for 1989 is expected to be about 8.5%.

Through an individual's working years at GE, this Personal Pension Account will grow through employee contributions and the monthly crediting of interest.

As stated earlier, at retirement the individual is guaranteed to receive the higher of either (1) the pension guaranteed in the tables, or (2) the regular pension provided by a combination of career-annuity credits and the Personal Pension Account.

PPA options

When retiring from GE, individuals may elect one of several options for their Personal Pension Account:

- Have the entire account converted to a monthly lifetime pension using guaranteed annuity tables.
- Retain the account in the Pension Plan and have the ability to make a cash withdrawal in any year of $500 or more.
- Withdraw the entire balance at any time.
- Convert the entire balance to a pension at any time.

Any balance remaining in the account when the employee reaches age 70-1/2 will be converted into a pension on March 1 of the year following the year age 70-1/2 is attained. That's the same rule that applies to an Individual Retirement Account (IRA).

Growth potential

Here's an example that illustrates the potential growth of a Personal Pension Account.

An employee earning $34,000 a year would have $270 deducted from pay each year as the employee contribution to the Pension Plan ($34,000 - $25,000 = $9,000 x .03 = $270).

With interest at the rate of 8.5%, this would grow to $4,005 in 10 years. If the employee had 25 years to go until retirement, the accumulated amount in the Personal Pension Account would be $21,240, assuming no change in earnings or interest rates.

If an employee with a Personal Pension Account leaves GE before optional retirement, he or she may withdraw the entire account or leave it in the Pension Plan to continue earning interest until retirement.

Employee contributions made before 1989 are not affected by this addition of the Personal Pension Account, which is only for contributions in 1989 and after. The pre-1989 contributions will remain in the Pension Plan and continue to provide the same benefits as before.

The Personal Pension Account gives an individual the maximum pension related to his or her own contributions that can be provided under the revised tax laws. It also provides new flexibility in the treatment of pension funds at retirement.

For an example of how the redesigned GE Pension Plan with the addition of the Personal Pension Account will improve "regular pensions," see the chart above.

How redesigned Pension Plan will improve 'regular pensions'

(Additional credits for one year only – 1989)

1989 Earnings	Age	Career Annuity	+	PPA Annuity	=	1989 Total	% Gain
$26,000	25	$418		$69		$487	4%
28,000	30	456		137		593	14
30,000	30	494		228		722	28
32,000	35	532		212		744	21
40,000	40	684		303		987	22
42,000	50	722		152		874	2

Notes:

- Chart assumes: employees will retire at age 62, and interest rate for the Personal Pension Account funds is 8.5%.
- "Career annuity" is the amount that will be added to the individual's annual pension in 1989 as a result of the new formula (1.45% of the first $17,000 of 1989 earnings and 1.9% of the remainder).
- "PPA annuity" is the projected annual value to be realized from the employee's 1989 pension contributions (3% of earnings above $25,000) when the person reaches age 62.
- "1989 Total," the sum of the career annuity and the PPA annuity, is the total amount added to the individual's annual pension in 1989.
- "% gain" is the increase resulting from the new plan compared with the previous plan. In addition, employees will have saved $330 in employee contributions.

- Happenings

The GE Club Basketball League will have an organizational meeting for team reps at 6:30 p.m. on Tuesday, Oct. 11, in the Club. Call Carl Clancy, Extension 3494, for more league information.

Upcoming Elex Events:

October 7-9, National Convention.

12, Pen El, 11:30, Bethany Church.

19, El Par lunch, 11:30, MCL Southtown.

21, Quantus meet., 1 p.m., Hessen Cassel Library.

26, Pen El to Beef & Board.

26, El Par Board meet., 9:30 a.m., Atz, Tillman Rd.

November 3, Pen El Board meet., noon, Fish of Stroh, Goshen Rd.

9, Pen El Social, 11:30, Bethany Church.

In memory

David L. Jones, 1520 Lochinvar Dr., died Tuesday in an accident in the Section 14 plant. He served GE for 21 years.

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Chhabra named GM of Motor Programs

Roshan L. Chhabra has been named general manager – Motor Business Programs.

Chhabra's most recent assignment was program manager – commercial business. Since joining GE Motors in 1981, he has held positions as senior development engineer with the Specialty Motor Department, unit manager – product engineering for SMD, manager – custom motor design engineering, and manager – business equipment for the Motor Venture Operation.

He holds a BS in Engineering from Pant Technical University in India and an MS and PhD in Engineering from Iowa State University.

Ads

For Sale

10 spd bike, $50, 489-3844.

Girl's bike, 16", old, good cond., $25, 432-2332 eves.

2 furnace motors, 1725 rpm, $15 each, 749-8172.

Shrubs, small & medium, 424-7474.

Electric water heater, Sears 50 gal., $50, 749-2704.

Overstuffed chair, velour, swivel, ottoman, 623-6509.

26" Schwinn bike, single spd, great shape, $30, (219) 357-5741.

GE Electric roaster, $20, 749-4277.

'77 Camaro, red, nice, $3,100, 432-2891 eves.

Studded snow tires, SR 78x15,good cond., 744-0773.

Men's mason shoes, new, 7 1/2 D, $20, 637-5488.

Garbage cans, std size, $2, 447-4066.

Fancy glass dishes, glasses, silverware, 744-5920.

Console Stereo, 447-1126.

Formal dining rm table, 4 chairs, dark wood, 744-4455.

TV & VCR cabinet, oak, new, $65, 486-4863 eves.

Bedroom & living rm. furniture, major appliances, 637-1610.

Pop-up toaster oven, $10, 747-3871.

Dirt bike, 20", $25, 485-9533.

Self prpld mower, $40, 447-4862.

Free large house, tear down for materials, 747-4066.

Correction from last week

The **GE news** ran an incorrect photograph with the retirement announcement for David F. Brunett. The photo of retiree Herb Meyer was inserted by mistake. We apologize to both of these gentlemen.

Ads

Building 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Please print neatly. Limit 40 letters.

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GENERAL PERIODICALS
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GE News

Fort Wayne
Volume 70, Number 28
October 14, 1988

O.K., you've built it in record time. Now how fast can you get it there?

Another in a series of articles about Introspect teams and the issues they are addressing to improve the operations and effectiveness of GE Motors.

Reducing Motors' overall business cycle involves more than just processing and building an order in record time.

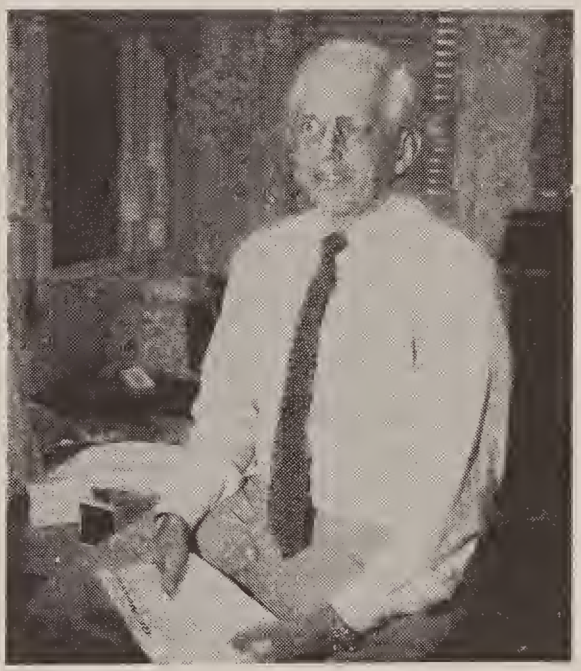
The Post-Production Cycle Time Team is trying to figure out the most efficient way to get motors to customers after they have been built.

"We've been charged to develop new methods that will reduce our 'physical distribution' process to 48 hours," said Bob Harvey, who leads the team. "We want to ensure that everyone in the business is driving toward on-time delivery, not just on-time shipment. Customers don't care when you **ship** the motor; they care when they **get** the motor."

> ***'...if we clearly have the most reliable delivery in the industry, it could make a difference in a customer's decision to buy from us over our competitors.'***

Of particular interest to the team is the current procedure of staging motors for Original Equipment Manufacturers (OEMs) through a central warehouse. This requires one to three days of cycle time and is a major barrier to achieving Motors' objective of a 14-day total cycle time for the business.

"Storing OEM motors in warehouses adds no value to our product. We need to change to a 'just-in-time' mindset where we build motors and ship them directly to the customer on an as-needed basis," Harvey said. He added that stock motors for distribution are a different logistics challenge that will have a different solution.



Bob Harvey

New technological breakthroughs in the trucking industry provide other opportunities for service improvement which Motors could take advantage of in the future.

For example, there is a new satellite system on the market which allows for two-way communication between the trucker and the central office. With this system, a dispatcher can tell a customer exactly when a shipment will arrive or reroute a truck to pick up a load at an unscheduled stop.

"At this point, we are looking at every option available to us," Harvey said. "We believe that if we clearly have the most reliable delivery in the industry, it could make the difference in a customer's decision to buy from us over our competitors."

For your benefits

Here's a summary of new benefits for mental, nervous conditions, substance abuse

Administrative guidelines and review procedures are being developed for new provisions of GE Comprehensive Medical Benefits applicable to treatment of mental and nervous conditions and problems involving substance abuse.

These provisions, which become effective Jan. 1, 1989, should encourage people to seek treatment of problems at an early stage. Here is a summary of the changes:

Outpatient treatment

There are new provisions for outpatient, ambulatory treatment (treatment when not confined overnight in an in-patient facility). Previously, coverage was 50% of reasonable and customary expenses, with no limit on the number of visits for treatment.

Effective Jan. 1, 1989, up to 30 outpatient visits within a 12-month period will be covered. The benefits schedule will be improved so that, after satisfying the annual deductible, the benefits will be 85% for the first 12 visits, 70% for the next 12 visits, and 50% for the final six visits within a 12-month period.

For severe psychiatric cases, the carrier administering the coverage may approve a longer period of coverage.

There is also a new provision for mandatory review and approval for all cases requiring more than three visits for treatment in a 12-month period. If this approval isn't obtained, benefits will be reduced in half . For example, if approval isn't obtained, there would be 42.5% coverage for the first 12 visits instead of 85%.

Inpatient treatment

For confinements in hospitals or other types of inpatient facilities for mental and nervous conditions and for substance-abuse treatment, GE Comprehensive Medical benefits previously paid 100% of covered expenses with no annual limit on the number of days covered.

Effective Jan. 1, 1989, benefits will continue to pay 100% of covered expenses up to 30 days in a 12-month period. However, coverage for extended treatment for severe psychiatric conditions is subject to the approval of the carrier administering the coverage.

Mandatory review and approval by the carrier will be required for both planned and emergency admissions. Otherwise, benefits will be reduced in half and will not be payable for more than 30 days of confinement in a 12-month period.

For alcohol or drug detoxification, there will continue to be a limit of one treatment program in a 12-month period and a lifetime maximum of three treatment programs for a covered individual.

See "Summary" on page 3

Shown are (from left) Pete Peters, of the Elfun Society, George Baney of the Center for Self-Help Opportunity, and Dennis Newhard of Specialty Transformer.

Specialty Transformer, Elfuns provide assistance to area opportunity center

The Specialty Transformer Operation and Fort Wayne Elfun Society have provided a transformer to help power a piece of machinery at the Center for Self-Help Opportunity in Auburn.

The center provides on-the-job training in a factory environment for under-educated citizens in the area.

Decatur bus service offered

Two-way bus service between Decatur and Fort Wayne will be provided for first and second shift GE people living in Decatur and surrounding areas beginning Monday, Oct. 17.

The cost will be $1 each way per individual for the Fort Wayne Public Transit Corporation (PTC) service. Each bus will make stops at the Decatur GE parking lot, the Lutheran Church parking lot – Bingen, Taylor Street and Broadway.

A schedule has been distributed. If you have not received one, call Extension 3249.

Summary *Continued*

Lifetime maximum feature

The lifetime maximum benefits payable under GE Comprehensive Medical Benefits was increased June 27, 1988, from $500,000 to $750,000 for each covered individual. A provision has been added, however, that relates to benefits allowed for the treatment of mental, nervous and substance-abuse conditions.

When an individual (either employee or dependent) reaches $500,000 in combined lifetime benefits for medical, mental, nervous and substance-abuse conditions, that individual will have an additional $250,000 available for medical expenses only. There will be no additional coverage for treatment of mental, nervous or substance-abuse conditions. Any benefits previously paid are counted against the new $750,000 maximum.

Charges for mental, nervous and substance-abuse treatment have become a major GE medical benefits expense, accounting for about 10% of the total charges. The new provisions were designed to provide improved coverage for necessary care while protecting against abuses of the benefits provided.

Happenings

GE Shoemobiles are set for 6 a.m. to 4 p.m. on the following dates: Oct. 25/26 – Taylor Street; Oct. 27 – West Broadway; and Oct. 28 East Broadway.

The Hermetic Motor Operation Reunion is coming up at 7 p.m. on Saturday, Nov. 5 at Goeglein's. The cost is $7.25 per person. Mail a check and note with your name and phone number to Martha Musselman, 1300 Daly Dr., New Haven, IN 46774.

Ads

For sale

Kindling wood, 25 lb. bag, $20, 744-5242.
'81 Pontiac Gran Lemans Safari, loaded, 475-5182.
Old timer wood stove, 749-2704.
'87 Terry Travel Trailer, 627-2975.
Air mattress, king, $25, 749-4277.
Single bed & mattress, $50, 432-0751 eves.
Small table saw, $50, 422-6997.
Heavy duty washer , Sears Kenmore, & Elect. 220 dryer, $500, 747-3871.
'77 Corvette, auto, T-top, 48,000 mi., offer, 447-4344.
Fla. Mobile home, corner lot, Bonita Springs, 1-813-947-2541.
GE stereo, $100, 426-5104.
Garage sale, now thru Oct. 15, 9 to 5, 321 Putnam St.
'80 Bird, loaded, $2,500, 244-7520.
Firewood, mixed hardwood, $45 rank, deliver, 486-5806.
GE refrigerator, 18 cu. ft., almond, $100, 482-7038.
NE 2 br. house, 1616 Hillside, $34,500, 422-6200.
25" T.V., walnut console, remote, $250, 489-4219.
'77 Granada, $750, 432-8939 eves.
Living rm. furniture, 456-3910, Frank.
Two cars, '85 EXP, $4,000; '81 Citation, $1,500, 485-2404.
3 pc. luggage, never used, $80, 493-1240.
'83 VW GTI, black, 5 spd., 426-8286.
Fireplace mantle, old walnut, 5 x 11', $35, 744-2859.
Firewood, you haul, $40, 447-1705.
Lawn sweeper, 447-1126.
'85 Chevy S-10 4 x 4, ext. cab, tint, 489-6508.
Leather chair, $35; black hardwood rocker, $35, 493-2743.
Firewood, 485-2002.
Time share condo, Daytona Beach Shores, Wk. 22, 1989, 483-6229.
Yellowstone trail, 32', fully auto., 447-2280.
VW engine & trans, $300, 447-7968.
Sofa, rust stripe, $35, 482-7181.
Shrubs, large marble rock, 424-7474.
Push mower, 432-2730.
2 snow tires, on wheels, LR78-15, 447-9109.
Wood storm windows, 3-32 x 59", 1-30 x 50 3/4", $5 each, 426-5811.
Boat lift, $300, 489-3844.
Free-standing wood stove, $45, 432-6236 eves.
Free large house, tear down for materials, 747-4066.

For rent

Storage space, boats, cars etc., Antwerp, OH 419-258-3521 eves.

Wanted

Lionel & Am. Flyer, Marks trains, 219-724-8011 eves.

Ads

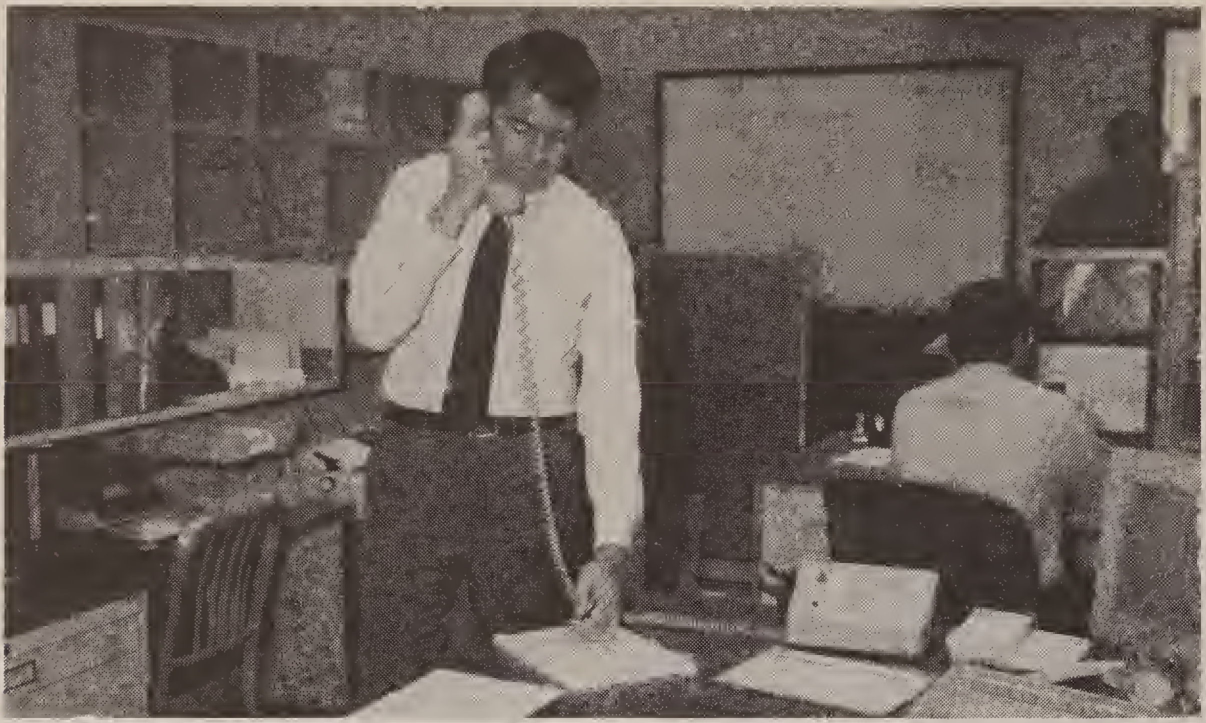
Building 18-3

Check One: ☐ For Sale ☐ Wanted ☐ For Rent ☐ Free ☐ Ride Wanted ☐ Riders Wanted ☐ Lost ☐ Found

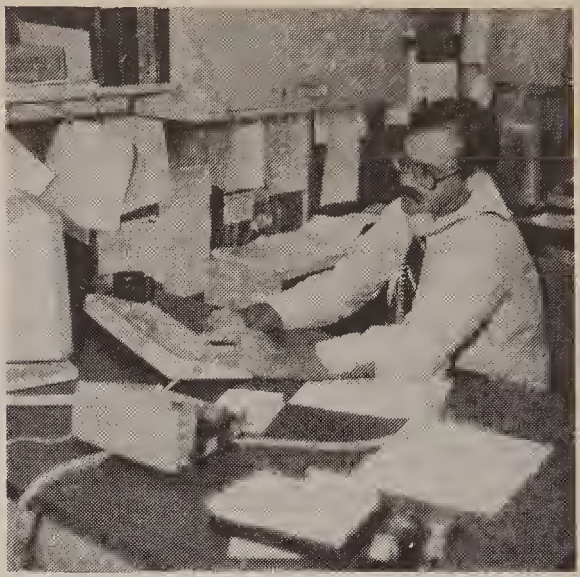
Please print neatly. Limit 40 letters.

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the GE News. No more than 40 characters per ad (use format above). The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ____________________
Address ____________________ City ____________________
Bldg. ____________________ Home Phone ____________________
Signature ____________________



Bernie Ebetino and Al Winnemar help Motor employees with their computer-related problems.



Who ya gonna call?

Got a computer-related problem?

Imagine answering 125 to 300 telephone calls a day from people needing assistance. For Bernie Ebetino and Al Wennemar, it goes with the job.

Together, they handle the immense task of operating the Help Desk in Building 4-6. They help Motor business computer users find solutions to problems with hardware or software and answer questions about computer applications.

Help Desk is not a human health service

The problem with a name like "Help Desk" is that people call to get help for anything.

"We get several calls from people who think we are the telephone operator," Ebetino said. "Most of the time we will oblige by looking the number up in our phone book, but it can get to be a hassle."

The most unusual instance was a woman (not a GE employee) who once called thinking the Help Desk was a human health service for social diseases.

"Some problems can be handled over the phone in a matter of minutes," Ebetino explained. "Other, more complex problems may require up to several hours of attention from one or more Motor Systems specialists."

Problems which can't be handled over the telephone are logged into a "PROMPT" system. It records the name, telephone number and workplace of the employee experiencing the problem along with a description of the problem. That information is then transferred electronically to the people who have the appropriate expertise to handle the situation.

"We don't claim to have a magic wand," said Wennemar, "and we can't promise that every problem will be solved as soon as everyone would like it to be.

"The best advice I would give to anyone with a computer-related problem is to get us involved as early in the process as possible.

"Fixing a computer problem is much the same as fixing your car – sometimes the longer you put it off the worse it gets."

Who should call the help desk?

Any GE Motors employee who needs computer-related assistance. This includes employees in Fort Wayne and in the outlying plants, warehouses and sales offices.

How do I reach the help desk?

Call Extension 2500 or visit the Help Desk in the Building 4-6 computer area. Report the problem as soon as it is recognized.

How soon should I expect a response?

Ebetino and Wennemer will try to get back to you within 30 minutes of your call to confirm that the problem is being analyzed and to give you an estimate of how long it will take to correct the problem.

What if I haven't heard back within 30 minutes?

Call again. The Help Desk electronically transfers problem descriptions to the people most equipped to handle them. That person might be tied up in a meeting or on another assignment. If you call back, the Help Desk might be able to find another available technician to handle the problem.

PERIODICALS RECEIVED
NOV
GENERAL PERIODICALS
NON-CIRCULATING

GE News

Fort Wayne
Volume 70, Number 29
October 20, 1988

Page 4: Employees give $229,401 to United Way

Art Malek of Hyster addresses Workteam Communicators and production coordinators.

Broadway has come a long way in three months, Hyster exec reports

"I'm pleased to report that the motors you have been sending us over the past few months have been very good...excellent in fact." That was the word from Art Malek of Hyster Company, a manufacturer of fork-lifts and a valued Broadway motor plant customer.

He spoke to Broadway Workteam Communicators and production coordinators during their regular informational meeting on Tuesday.

Malek said his report to Broadway wouldn't have been as positive three months ago, when his company received a number of late motor shipments and quality defects. Many of those problems were caused by a sudden increase in line rates combined with the addition of new people who were unfamiliar with the Broadway plant.

Recognizing the improvements which have been made as of recent, Malek said his company needs Broadway to do even better, particularly in its delivery.

Continued on page 4

Malek impressed with employee involvement

"I've heard a lot about the employee involvement effort you have going on here, and I must say I'm fascinated by it," the Hyster plant manager told the Workteam Communicators.

"We are trying to do much of the same thing in our plant. More and more we are involving people in trying to improve our product.

"I've told Pat (Palmisano, Fort Wayne Motor Manufacturing Operations manager) that I'd like to keep in touch and learn more about what you are doing with employee involvement here."

Search underway for scholastic 'STARS', 'ACES'

Eligible sons and daughters of GE employees should submit applications by Jan. 16

The search has begun for GE Foundation "STARS" and "ACES" of 1989. The STAR (Student and Teacher Achievement and Recognition) and ACE (Award for Career Education) programs provide awards to high-achieving sons and daughters of GE employees and retirees, and to recognize high-school teachers selected by the scholarship winners as having had great influence on their success.

Under the STAR Program, up to 125 winners will be selected to receive awards of $1,000 each, and an additional $500 will be contributed in honor of the selected teachers. Under the ACE Program, up to 100 winners will be selected to receive $500 each, with an additional $250 going to their high schools to honor their teachers. Scholarship winners in both programs will be selected by the Citizens Scholarship Foundation of America (CSFA).

Students cannot apply for both STAR and ACE simultaneously.

The deadline for submitting applications to CSFA is Jan. 16, 1989. All entrants will be notified by CSFA of the results of the competitions on or about April 15. The maximum number of winners for the STAR program is 125; for ACE the maximum will be 100. The actual number will depend on the number of qualified applications. Winners in both programs must use their awards toward their educational expenses during their first year of post-secondary training.

Brochures which include application forms and complete details on both programs may be obtained from Gloria Smith on Extension 3250.

Who is eligible for STAR, ACE awards

- *STAR* applicants must be seniors in high school planning to enroll in a full-time undergraduate course of study at an accredited four-year college or university.
- *ACE* applicants must be high school seniors or graduated less than one year who plan to enroll in a full-time course of study at an accredited post-secondary two- or three-year community college, junior college, hospital school of nursing, vocational, trade or technical school.
- **Dependent** children of full-time employees, or children of those who retired directly from GE are eligible to compete in either program. Also eligible are dependent children of full-time employees absent with protected service, as well as children of employees who died while in active service with GE or after retiring directly from the company.

Welcome Decatur transfers

Here is the latest list of Decatur employees who have transferred to Fort Wayne Motor operations:

Alice OCampo and Larry Dague, Taylor Street; Kenneth Selking, Isaac Hileman and Ricky Sharpe, Building 6-2; Anthony Wagner, Building 4-B; Ivan Davis Jr., Building 4-3; Marsha Ashley and Dianna Vetter, Building 4-2; and Delane Hendricks, Specialty Transformer Operation.

GE renews funding for third season of 'The McLaughlin Group' on PBS

Continuing its 17-year tradition of support for public television, GE is underwriting its third season of "The McLaughlin Group," one of the most thought-provoking programs on television today.

Joyce Hergenhan, GE vice president in charge of Corporate Public Relations, said, "GE is delighted to continue its association with such a successful and stimulating series."

The program airs weekends on more than 270 public television stations, an increase of 36% since GE began its support. Also up about 60% is the average weekly audience of more than 2.6 million viewers.

The program also airs on NBC stations in New York, Los Angeles, Washington, and Cleveland where GE buys time for its "infomercials" and commercial messages.

Locally, the program can be viewed Sundays at 1 p.m. on WFWA TV 39.

September S&SP report

Here are the prices used to credit Savings & Security Program accounts in September.

GE Stock, $42.452; S&S Mutual Fund, $30.055; U.S. Savings Bonds, 50% of face value; and HP Fund and Money Market Fund, both $10.

Year-to-date annual income rate for the HP Fund was 12.5% for '85 investments, 10.4% for '86; 9.3% for '87 and 9.6% for '88.

The LT Fund price for the last day of September was $11. The YTD annual reinvestment income rate for the LT Fund was 9.5%, and for the Money Market Fund, 7.4%.

Happenings

The GE Volunteer Fire Department Christmas Party will be held Dec. 3 at the Southwest Conservation Club on Bluffton Rd. Cocktails will be served at 5 p.m., and dinner will be served at 6 p.m. A $5 deposit is required and will be refunded upon arriving at the party. Send your name and deposit to Judy Adams, P.O. Box 2206, Fort Wayne, IN 46801.

Upcoming Elex events:

26 – El Par Board meet, 9:30 a.m., Atz, Tillman Rd.
29 – Bazaar & Rummage, GE Club, 9 a.m. to 3 p.m., tables to rent, bring items to sale, open to all, call Elex office.
Nov. 3 – Pen El Board meet., noon, Fish of Stroh, Goshen Rd.
9 – Pen El Social, 11:30 a.m., Bethany Church.
14 – Bingo Supper, GE Club, 5 p.m., $5.25 cost to members, deadline Nov. 7.
17 – 2nd shift luncheon, 11:30 a.m. at Cerutis' on Hatfield Rd., Cost is $5.50, Christmas & gift, craft show included.

Ads

For Sale

30' Holiday Rambler, *''78 deluxe, 637-3895.*
'84 Dodge Charger, *many options, 484-1840.*
Rally wheels, *for '78 Camaro, trim rings, tract. bars, 432-6287.*
GE component stereo, *am/fm, turntable, $50, 749-9372.*
Snow tires, *on 13 & 15" rims, $15 pr, 639-3465.*
Truck cap, *for Ford Ranger long bed, $100, 749-2704.*
Wood-burning stove, *lg, Shanendoah, $300, (219) 636-2349.*
Traditional sofa, *A-1 cond, 432-0798 eves.*
Log splitter, *good cond, $595, 749-2704.*
2 cemetary lots, *Covington, 744-0819.*
New ladies wool coat, *burgundy, petite 10-12, 426-5811.*
Hard maple firewood, *$35 rank, deliver to N.E., 485-7160.*
15" Ford truck rims, *493-1431.*
TV antenna, *Winegard, UHF/VHF, pre-amp, (219) 587-9130.*
Bath vanity, *sink, fixt, 483-5672.*
New luggage, *$80, 493-1240.*
Brown recliner, *ottoman, $35, 483-0318.*
Kemp compost shredder, *745-7984.*
Riding mower, *8 hp Wheelhorse, $450, 432-5034.*
28' Terry Travel Trailer, *'87, 637-2975.*
3 chairs, *1 wing back, 2 match velvet, 432-1828.*
Large refrigerator, *$100, 489-3844.*
2 heavy office desks, *424-7474.*
Helmets, *$25, 7 1/4 & 7 3/8, 447-1126.*
Storm door, *36 x 80", $80, 422-6997.*

Wanted

Lionel & American Flyer & Marks trains, *(219) 724-8011.*
Motor Home, *24' or 26', 447-2280.*

In Memory

Russell D. Bell, *1934 Ellen Ave., died Aug. 29. He retired in 1974.*
Frederick E. Stearley, *2527 Northway Dr., died Aug. 30. He retired in March.*
Harry E. Meyer Sr., *LaGrange, died Aug. 30. He retired in 1980.*
Perry L. Leatherman, *1654 Sprunger Ave., died Aug. 31. He retired in 1976.*
Irvin J. Koehlinger, *Montpelier, OH, died Sept. 2. He retired in 1960.*
Stanley Emery, *Orlando, Fla., died Sept. 5. He retired in 1968.*
Darrel L. Bolds, *Columbia City, died Sept. 11. He retired in 1963.*
Robert L. Pickett, *LaGrange, died Sept. 17. He retired in 1972.*
Jeannette M. Perry, *Roanoke, died Sept. 19. She retired in 1969.*
Mary E. Maloney, *Decatur, died Sept. 25., She retired in 1984.*
Esther A. Pape, *Rome City, died Sept. 25., She retired in 1962.*
Merlin G. Pattee, *3610 E. Rowe Dr., died Sept. 29. He retired in 1972.*

Ads

Building 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Please print neatly. Limit 40 letters.

____

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Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ____
Address ________________________ City ________________
Bldg. ________________ Home Phone ________________
Signature ______________________

Fort Wayne GE employees give $229,401 to United Way; total gift for year is $359,401

GE employees in Fort Wayne pledged $229,401 to the United Way of Allen County for 1989 during the Employees' Community Services Fund campaign held at the end of September.

"Throughout the year, we normally expect to see some variation between the amount pledged and the amount actually contributed," said Lois Neloms, who leads the ECSF Board.

"In the final analysis, our actual pledge to the United Way should be close to last year's gift."

It has not been an easy year for Fort Wayne GE employees, Neloms noted. Despite that, employees have once again displayed a tremendous outpouring of generosity which will have a major impact on the United Way and the many human service programs and agencies it supports.

"We expected that Fort Wayne employees would give their fair share; we were right," she said.

78% of employees on the payroll contributed to the ECSF campaign this year.

In addition, the GE Foundation pitched in $130,000. Together, the employee and corporate gift represented six percent of the United Way of Allen County's total goal of $5.75 million for its community campaign.

"As usual, we can be proud of the fact that we have contributed a large portion of the money used to fund human services in our area."

> *'We expected that Fort Wayne employees would give their fair share; we were right.'*
>
> **Lois Neloms**

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

Address correction requested

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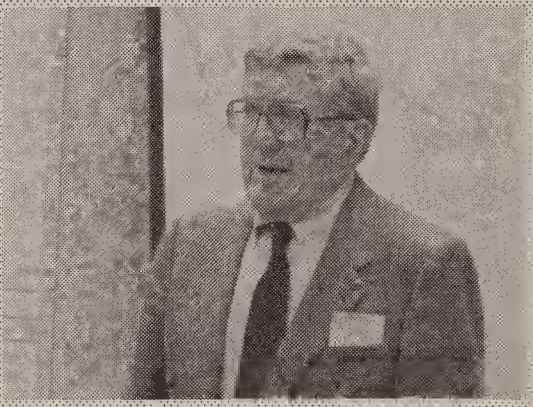
> *'...if you miss a delivery, it's big business to us.'*
>
> **Art Malek, Hyster Company plant manager**



Malek talks to those who make his motors

Continued -- "We are operating our plant on a Just-In-Time (JIT) basis, and we don't buy motors in large quantities. So if you miss a delivery, it is big business to us," Malek said. Hyster's Berea, Ky., plant depends on GE as its sole motor supplier, making on-time delivery all the more important.

"We have been delighted with you from a quality and cost standpoint," Malek said. "Now we really need you to do everything you can to shorten your lead times."

Malek said he was grateful for the opportunity to talk one-on-one with the people who actually make his motors.

"Communication is critical to the process of shortening lead times. Talking with you today is a step in the right direction."

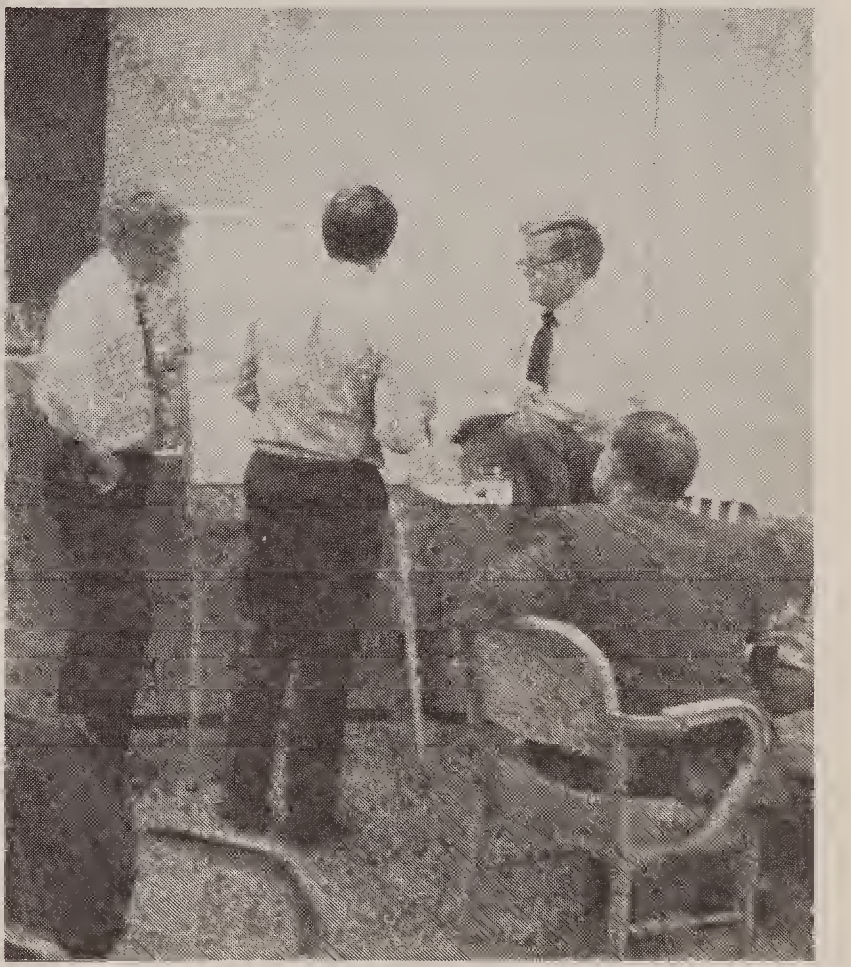
GENERAL PERIODICALS
NON-CIRCULATING

GE News

Fort Wayne
Volume 70, Number 30
October 28, 1988

Quality System team puts quality in the right perspective: the customer's

Part of a series of articles concentrating on the issues being addressed by Introspect teams in GE Motors.



Motor Sales Department managers (from left) Al Kruetzman, Jack Vickerman, Dick Webber (South Bend) and Tom Callaghan perform an exercise in Continuous Improvement during a workshop held last week. Continuous Improvement is an element of the strategy being promoted by the Quality System Team.

When it comes to quality, there's only one person whose assessment really counts: the customer.

Motors' Quality System Team, headed by Butch Gould, has launched an effort to help Motors employees better perform their role in meeting customers' expectations for quality.

"Over the past couple of years, our business has focused on educating employees in Statistical Process Control as a tool for improving quality. Our team wants to build on that foundation by adding new elements to our quality basket," Gould said.

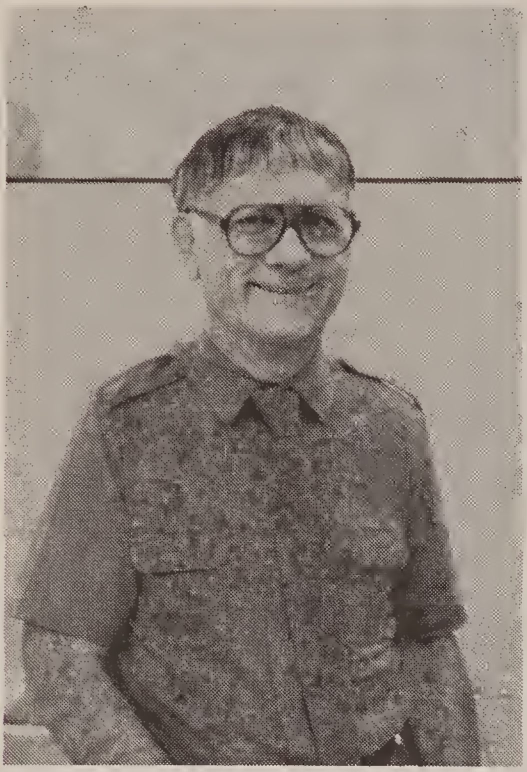
One of those elements is the Quality Function Deployment process. Motors has gained a great deal of experience in QFD through its automotive development work with Ford.

QFD helps the business gain a clear understanding of exactly what the customer wants *before* the product is designed or built. Representatives from the business work closely with the customer, exchanging information back and forth until there is a common understanding. Subsequently, all design and process decisions are made with the customer's needs and expectations for his product and service in mind.

Another piece of the Quality System Team's strategy is the Continuous Improvement Process. The Japanese have used CIP to set global standards in quality.

More than anything, CIP is a mindset. Employees come to work every day with the attitude that they will make some sort of im-

Continued on page 4



19 gallon donor

Taylor St. Bloodmobile set for November 9

Wednesday, Nov. 9 is the next date set for a Bloodmobile visit to Taylor Street. It will be located in the Training Center from 9 a.m. to 2 p.m.

Taylor Street employees will receive donor forms with their paycheck. Taylor Street employees who do not get a form and who would like to donate blood should contact their production coordinator or Luana Oehlhaffen, Extension 3659.

Taylor Street Scheduler Bernie Huguenard (shown above) has donated 19 gallons of blood to the Red Cross Blood Bank.

Employees choose retirement

The latest list of Fort Wayne employees choosing retirement from GE includes: James A. Chase, Medical Operation; William Daugherty, Specialty Transformer Operation; Richard H. Wagner, Specialty Transformer; Richard A. Spice, Wire Mill; and Harold W. Carmer, Specialty Transformer.

Richard D. Kirk retires with 38 years of service. He began as a student engineer in Test Engineering and retires as Manager of Sales Planning in the Motor Sales Department.

James F. Wolf retires with 27 years of service. He began as a helper at Winter Street and retires as an inspector at Taylor Street. "It has been an experience working for GE. I will miss my co-workers. Now I will have time to fish, travel and make crafts, which I like to do. I'll take it one day at a time for now."

Esther E. Weeks retires with 37 years of service. She began as a wedge operator in Building 4-3 and retires as an oven loader at Taylor Street. "GE has been a good place to work and build a retirement and insurance plan. Now I can enjoy life. I will miss all the people I've worked with over the years."

Alfred R. Meyer retires with 40 years of service. He began as a mail clerk and messenger at Taylor Street and retires as a cost analysis specialist in Motor Finance. "I plan to treat each day of retirement just like a weekend, holiday and vacation day."

Delores J. Fox retires with 22 years of service. She began as a tester at Taylor Street and retires as an assembler in Specialty Transformer. "It has been a pleasure working for GE. I will miss it and all my good friends. I plan on resting a lot and fishing when I can."

Decatur employees welcomed to Fort Wayne operations

Fort Wayne Manufacturing operations welcome the latest list of Decatur plant employees who have elected to transfer to Fort Wayne. The list includes: Sherry Eady, Barbara Mullen, Reta Thorton and Daniel Miller, Taylor Street; and Richard Kleinknight, Building 4-2.

Here's an updated Decatur/Fort Wayne PTC bus schedule

Here's an updated schedule for the Public Transit Corporation (PTC) bus service between Decatur and Fort Wayne.

The bus makes two late-evening pick-ups at Taylor Street so that both Motor and Aircraft second-shift employees have an opportunity to board.

Anyone living in or near Decatur may use the service, which costs $1 each way.

Participating employees may board the bus to Fort Wayne from the parking lots at the Lutheran Church – Bingen, or the Decatur GE. Free parking is provided at both locations.

To Fort Wayne

	Leave Decatur GE	*Leave Bingen*	*Arrive Taylor St.*	*Arrive East Broadway*	*Downtown*
A.M.	6:00	6:10	6:30	6:45	6:50
P.M.	2:25	2:35	3:00	3:15	3:20

To Decatur/Bingen

	Leave Taylor Street	*Leave West Broadway*	*Arrive Bingen*	*Arrive Decatur GE*
P.M	3:25	3:35	4:10	4:20
	11:55 P.M./12:10 A.M.	12:05 A.M.	12:25 A.M.	12:35 A.M..

Ads

For Sale

Schwinn exercise bike, $100, 484-4515.
'84 Tempo GL, 41,000 mi, 4 dr, 486-3545.
'76 Fort Torino wagon, rough body, new parts, $300, 420-3707 eves.
Cabinet hinges, knobs, catches, 745-0897.
Casio 205 Keyboard/Drum Stix, ac/dc $125, 747-4304.
Exercise Bike, like new, $40, 745-5626.
Shag carpet, 17' x 11' & 12' X 11', $35, 426-6503.
'81 Honda Accord, 5 spd, ex shape, $2,850, 432-3235.
Monitor top refrig, best offer, 637-1610.
Rowing exerciser, $50, 485-5472.
'83 VW, 40,000 mi., like new, 426-8286.
Brass Chandelier, antique, 24", 745-0897.
Kenmore port dryer, $50, 636-2349.
Smith Corona typewriter, port, man, $40, 747-3871.
10 spd bike, $50, 489-3844.
Brookport dishes, 483-5672.

Wanted

Lionel & American Flyer, Marks trains, (219) 724-8011 eves.

Happenings

Join the Elex Club at 7 p.m. on Monday, Nov. 21, at Hickory Farms Glenbrook. Ten percent discounts will be available on any purchase. There will be snacks, cheese and crackers, Christmas gifts, and more. The event is limited to 25 people. Make your reservation by calling Ann Day at 436-1529 from 1 p.m. to 7 p.m.

In Memory

Roy D. Chapman, 11722 Johnson Rd., died Oct. 1. He retired in 1968.

Frederick W. Reinking, 4414 Gaywood Dr., died Oct. 4. He retired in 1975.

Virginia Barrow, Fremont, died Oct. 4. She retired in 1979.

Robert S. Harrod, Hamilton, died Oct. 10. He retired in 1978.

Clara M. Patterson, 1817 Embassy St., died Oct. 9. She retired in 1979.

Ads

Building 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Please print neatly. Limit 40 letters.

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ____________________
Address ____________________ **City** ____________________
Bldg. ____________________ **Home Phone** ____________________
Signature ____________________

Here's how to redeem shares of GE stock

Employees who are about to redeem GE stock shares are advised to first consult the GE Stock Redemption Plan information listed in the benefits booklets.

These steps should be studied and followed carefully in order to save a significant delay in turning stock into cash.

Here's an outline of the procedure for redeeming stock shares:

First, the form on the back of the GE stock certificate should be completed as follows:

1. After the words "hereby sell, assign, transfer unto" on the top line, insert "General Electric Company."

2. Before the word "shares" at the end of the next section, insert the number of shares to be sold. It can be any number up to and including the number of shares on the certificate.

3. On the line marked, "dated," insert the date the certificate is signed.

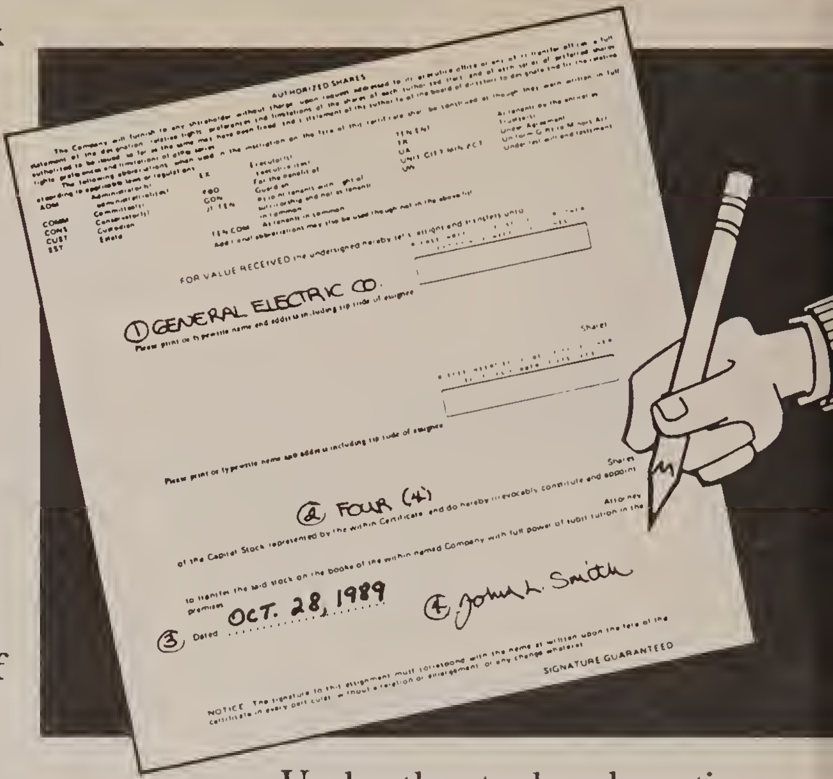
4. Below the dateline, the owner or owners should sign their names as they appear on the certificate.

The completed stock certificate(s) should be mailed to: ***Securities Ownership Services, General Electric Company, P.O. Box 6015, Schenectady, NY 12301-6015.***

Certificates should be forwarded by registered mail and insured to at least two percent of the market price of the shares being mailed. This is to cover the replacement cost of the certificate if it is lost in transit.

A check covering the sale will be mailed to the owners by Securities Ownership Services. Unless the owners advise SOS in writing of a different address, the check will be mailed to the most recent address in company shareowners records.

If your current address is different than the address listed on the certificate, you should list your current address on the bottom of the back side of the certificate.



AUTHORIZED SHARES

FOR VALUE RECEIVED the undersigned hereby sells, assigns and transfers unto

① GENERAL ELECTRIC CO.

Please print or typewrite name and address including zip code of assignee

Please print or typewrite name and address including zip code of assignee

② FOUR (4) Shares

of the Capital Stock represented by the within Certificate, and do hereby irrevocably constitute and appoint Attorney

to transfer the said stock on the books of the within named Company with full power of substitution in the premises.

③ Dated OCT. 28, 1989 ④ John L. Smith

NOTICE: The signature to this assignment must correspond with the name as written upon the face of the certificate in every particular, without alteration or enlargement, or any change whatever.

SIGNATURE GUARANTEED

Under the stock redemption program, stock will be purchased free of broker charges and commissions, but a minimal New York State Stock Transfer Tax may be assessed.

The value paid will be equal to the closing market price on the New York Stock Exchange on the day the properly completed certificate is received by SOS in Schenectady. Proceeds are generally mailed to owners within a week after receipt of the stock certificate.

Quality Systems Team

Continued

provement. This concept should be used by every employee, not just those who work directly with the product.

The team has conducted workshops with managers from the support functions (Sales, Finance, Information Systems, Relations, Legal) to show them the value of Continuous Improvement and to give them an understanding of the principles behind it.

Participants were taught how they can enhance the service the business provides to its customers by continually improving the quality of service they provide to their internal customers – the employees they support each and every day.

"The job of improving quality begins and ends with each one of us," Gould said. "Our team aims to introduce concepts and tools to employees to help them perform their job with the quality that is expected in today's marketplace."

Special Hours available for absentee voting

Registered voters who will be absent from the county on Election Day, Nov. 8, or will be working in a precinct other than their own may vote by absentee ballot.

The Allen County Election Board located near the Landing on Calhoun Street will be open for absentee voting today, Oct. 28, until 4:30 p.m., Saturday, Oct. 29, from 9 a.m. to 3 p.m., Monday, Oct. 31 thru Friday, Nov. 4, 8 a.m. to 4:30 p.m., and Saturday, Nov. 5, 9 a.m. to 6 p.m.

GENERAL PERIODICALS
NON-CIRCULATING

GE News

In Brief

Volume 70, Number 31
November 4, 1988

Not just for kids

A number of trick-or-treaters reported to work on Monday. A few of them (shown left to right) were Pat Redmond, Denise Myers and Dinie Vetter, Building 4-2; and Sue Williams, Building 4-6.

Open enrollment period coming for LTDI plans

There will be a special open-enrollment period for the GE Long-Term Disability Income plans for both hourly and salaried employees from Nov. 15 thru Dec. 15.

The enrollment period occurs because of the improvements in the LTDI plans that became effective June 27, 1988. The improvements in the plans (1) provide a minimum monthly benefit of $100, (2) eliminated the restriction of not paying benefits after age 70, (3) liberalized the pre-existing condition exclusion and (4) eliminated the requirement that LTDI benefits be reduced by the amount of any pre-65 primary Social Security retirement benefits received from the government.

"This open enrollment means that every employee can now acquire the valuable insurance protection of the LTDI plan without providing evidence of good health – even if he or she were previously turned down for such coverage," explains Homer Jennings, manager of benefits.

"For those who sign up during the open-enrollment period, coverage will become effective when they enroll if they are actively at work or on vacation," he said. "Otherwise, it would be effective when they return to work."

Goal: 50% of pay

The Long Term Disability Income plan is designed to provide income to employees in case they become totally disabled for more than six months. Benefits start after Short Term Disability Benefits are used up.

The plan assures participants that they will receive at least 50% of their normal GE earnings from a combination of sources – LTDI, Social Security, Worker's Compensation and any other disability benefits they are eligible to receive from the company and the government. The amount of the monthly LTDI benefit depends on the participant's income from the other sources, but in no event will it be less than $100.

Benefits continue during total disability until the participant recovers or reaches age 65. However, if the participant becomes disabled after 63-1/2 years of age, benefits will continue for one year.

LTDI is an "experience-rated" plan whose cost to participants varies depending upon how many employees are in the plan and the plan's liability for payments because of long-term disabilities. Some years the rates go up; other years they stay the same or go down.

Employees not currently enrolled for LTDI will soon receive a home mailing containing complete information on plan benefits, cost of participation, how to enroll and how to submit a claim.

Five local charities approved for More Gifts...More Givers matching program

Five Fort Wayne charitable organizations are currently eligible to receive GE Foundation matching under the More Gifts...More Givers program when employees contribute to them a minimum of $15.

Those organizations are:

- The Allen County Public Library Foundation, Inc.,
- Audiences Unlimited, providing entertainment and transportation to entertainment events, to nursing home and institutionalized persons,
- Associated Churches of Fort Wayne (Food Bank). A number of employees used the More Gifts ...More Givers program to double their annual gift during the summer GE Food Drive. Gifts are welcomed throughout the year.
- Fort Wayne Children's Home (Crossroad), and
- Sarah A. Litch Development Center, providing education for mentally handicapped persons.

Persons eligible to participate and contribute to approved organizations include: current GE employees; directors and directors emeriti of GE; persons who have terminated service with GE at the time they were immediately eligible to receive an optional, disability or normal retirement pension under the GE Pension Plan; and persons terminating service with GE on a retirement allowance.

Other rules and procedures are included with the More Gifts...More Givers form. Forms are available from Gloria Smith, Building 18-3, or ACSD Relations.

Ads

FOR SALE

Queen sz sleeper sofa, *berg/grey/navy, $350/offer, 745-0047.*
'81 Pontiac Lemans Safari, *good cond. 475-5182.*
Men's garment bag, *carry-on, $25, 485-5472.*
Antiques: *secretary desk, ice cream chairs, 632-4733.*
'87 Terry Trailer, *28', low price, 627-2975.*
Lava lamp, *works, 745-1645.*
Hard maple firewood, *$35, deliver Northeast, 485-7160.*
6 folding chairs, *plastic/steel, $24, 447-6501.*
Firewood, *485-2002.*
'79 Olds Diesel, *$600, 1 own, 489-4209.*
Chimney cover, *for triple wall 8" x 3' pipe, $60, (219) 854-3007.*
'83 VW GTI, *like new, 426-8286.*
Truck tires, *4 used/1 new, H7815LT, $300, 625-4970.*
Mobile Home, *Otter lake, 2 yr old, garage, shed, dock, .75 acre, 833-1815.*
'53 Ford, *4 dr, lt gray & navy, offer, 485-1846.*
Love seat, *good cond, 432-8199.*
Caravelle boat, *100 hp Merc, trailr, cover, $3,000, 489-3844.*
Treadmill, *self-propelled, $30, 422-4171.*
Gas heater -- free, *old hvy duty style, 456-4178.*
3 pc. luggage, *$80 new, 493-1240.*
60 yds used carpet, *beige/brown, 627-5868 eves.*
Duncan Phyfe sidebd, *buffet, Mahogany veneer, 40's, $165/offer, 745-0047.*
'69 Starcraft pop-up camper, *$325, 484-3613.*

WANTED

Motor home, *24 or 26', 447-2280.*
Lionel & American Flyer, *Marks trains, any cond., (219) 724-8011 eves.*
Old Mel Torme albums/cassetts, *good cond., 486-3901 eves.*

In memory

Traverse W. Chandler, *Dothan, Ala., died Sept. 23. He retired in 1971*
Johnie Foster, *Oak Park, Mich., died Sept. 30. He retired in 1987.*
Betty Jane Baker, *5005 Harmony Ln., died Oct. 12. She retired in 1983.*
James F. Clabaugh Sr., *Garrett, died Oct. 13. He retired in 1978.*
Mary M. Armstrong, *2001 Hobson Rd., died Oct. 15. She retired in 1969.*
Dessie George, *Payne, Ohio, died Oct. 15. She retired in 1970.*
Carl L. Mann, *Ossian, died Oct. 15. He retired in 1970.*
Roland L. VanCamp *died Oct. 21. He retired in 1984.*

Ads

Building 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Please print neatly. Limit 40 letters.

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Name ____________________
Address ________________ **City** __________
Bldg. __________ **Home Phone** __________
Signature ________________

GENERAL PERIODICALS
NON-CIRCULATING
ODICALS RECEIVED
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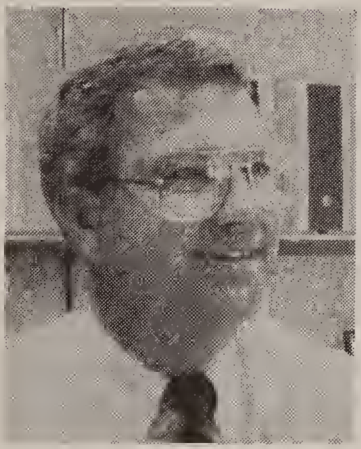
Allen County Public Library

GE News

Fort Wayne
Volume 70, Number 32
November 11, 1988

Pricing Team aims at making Motors easier to do business with

Another in a series of articles explaining the issues being addressed by Introspect teams in GE Motors.



Kruetzman

GE Motors devotes many hours of human resources to the process of pricing motors. That's not surprising, when you consider that one motor model alone can have as many as 100 available features in any number of combinations.

One way to reduce the time spent on pricing would be to reduce, through standardization, the hundreds of motor/feature combinations that now exist (a subject for a future **GE News** article).

However, a new Pricing Team, headed by Al Kruetzman, believes the pricing procedure itself could be made more efficient.

"While it is a necessary part of the total business transaction, the pricing process really adds no value to our product," Kruetzman said. "However, an expedient and accurate pricing procedure is a must to ensure a reasonable profit for our business and to maintain value for our customers."

The team is mapping out a new automated pricing procedure to replace the manual method used currently.

The system will assign a base price to each motor model – much like one would find on the window sticker of a new car. Each option – such as custom paint or variable voltage – will also be assigned a price.

"The data base will contain a pricing reference for every model and feature we sell, regardless of the market. It leaves little room for misinterpretation or error," Kruetzman said.

Naturally, prices will still be subject to negotiation based on volume and other market factors. But the data stored in this system will help Motors determine a price much faster and much more accurately.

Another element of the team's plan includes the development of an automated quotation system to be used consistently in all markets. Orders will be placed in the system by the customer. Specifications, and terms and conditions – such as the delivery date and method of shipment – will be verified by computer.

"This system will perform an automatic audit to ensure that we've built, shipped and adhered to all terms and conditions as agreed to. As a result, customer disputes will be reduced significantly," said Kruetzman.

The Pricing Team's programs have been designed to benefit both the customer and the business, he noted.

"For the customer, automated quotations and pricing means more expedient service with fewer errors. For our business, it represents a significant savings of time, which translates to shorter cycles – another benefit to our customers.

"All in all, our programs bring Motors' pricing procedure up to speed with our other business efforts to make us an easier and more responsive supplier to do business with."

Coming to your home soon

Important S&SP mailing deserves careful attention

All GE employees will soon receive a special package of information about the Savings & Security Program (S&SP), according to Doyt Schaadt, manager of Personnel Accounting.

S&SP is an employee benefit that provides important savings opportunities, tax-deferral benefits, and a 50% company matching payment for every dollar saved up to 7% of pay.

The materials, to be mailed to employees' homes, will consist of (1) a newsletter outlining the many improvements and changes in S&SP that will become effective Jan. 1, 1989, (2) a new S&SP Prospectus, (3) a personalized payroll-deduction authorization form, and (4) a beneficiary election form.

"The Savings & Security Program has been redesigned to provide greater flexibility and new benefits for participants and to meet the complex requirements of the new tax law," Schaadt commented. "It's important that all employees read the material carefully so that they will understand the new provisions and can make informed decisions about whether they should change the way they are using S&SP or begin participating in S&SP for the first time."

Among the many improvements and changes explained in the newsletter are the following:

- elimination of the three-year holding period;
- new rules on S&SP withdrawals;
- new and expanded investment choices and options;
- improved investment-switching provisions;
- a new tax-saving loan feature;
- different provisions affecting Vacation Banking, the Deferred Pay Account and other features.

How to make changes, enroll in S&SP

Motor and Transformer employees who wish to make changes in their S&SP elections or enroll as a new participant should complete the forms and return them to Personnel Accounting, Building 18-1. Questions about S&SP should be referred to Schaadt, extension 3234; Homer Jennings, extension 3260; or Carl Diehm, extension 3273.

Aircraft employees who wish to make changes in their S&SP elections or enroll as a new participant should complete and mail their forms to:

GE Government Accounting Ctr.
Personnel Accounting
P.O. Box 33003
3535 Medulla Rd.
Lakeland, FL 33807-3003

Aircraft employees should refer their questions about S&SP to Employee Relations.

Courtesy discounts on consumer electronics products to end Dec. 31

Employees are reminded that the opportunity to receive courtesy discounts under the GE Employee Product Purchase Plan for purchases of GE and RCA-brand consumer electronics products ends Dec. 31, 1988. Consumer Electronics products eligible for discounts under the plan include TVs, VCRs, camcorders and audio systems.

The sale of the GE Consumer Electronics Business to Thompson S.A. of France was completed in 1987, but the discount program on these products was extended.

Because GE no longer owns the Consumer Electronics Business, discounts paid on consumer electronics products purchased in 1988 are viewed by the IRS as taxable income. Therefore, they will be subject to income-tax withholding.

Motor and Transformer employees who wish to utilize the Product Purchase Plan for the purchase of eligible consumer electronics products (prior to the deadline) or other eligible GE products should obtain a courtesy discount form from Personnel Accounting in Building 18-1. Aircraft employees may get their forms from the plant Employee Relations office. Full procedure for using the plan is outlined on the next page.

Decatur plant transfers welcomed to Ft. Wayne

The following Decatur plant employees have transferred to the Fort Wayne Taylor Street plant: Daniel Busse, Ray Ross, John Noll and San Rodriguez.

How to use the Product Purchase Plan

Related to page 2 article --

- Make sure the GE product model you have selected is an eligible model. Many dealers have the list of eligible models, and eligibility information is also available in Personnel Accounting, Building 18-1.
- Purchase the eligible model from a retail dealer.
- Complete the Employee Product Purchase Plan application.
- Attach the dealer invoice to the application. Make sure the invoice includes your name, dealer's name and address, products purchased and specific model numbers, delivery address and date of delivery.
- Submit a completed application to Fort Wayne National Bank, Building 21, within 45 days of delivery. Pensioners send dealer invoice only with a letter giving name, address and Social Security number to: Pensioner Services, Building 5, GE, 1 River Road, Schenectady, NY 12345. ACSD employees should mail their form to the address listed on the mailing label they receive with the form.
- Wait for your check.

Courtesy discounts on eligible products will be paid on purchases made for the employee's own use or as a gift to a dependent family member – an individual who may be claimed as a dependent by the employee on his or her federal tax return.

Ads

FOR SALE/FREE (as indicated)

***'87 Terry Travel Trailer**, 28', like new, 627-2975.*

***'81 Honda Accord**, great shape, ac, 5 spd, 4 dr, $2,550, 432-3235.*

***New VHS recorder/player**, with Elvis '68 come-back special, (219) 622-7413.*

***'78 Pinto, 4 spd, rebuilt engine**, AM/FM cass streo, $800, 747-1294.*

***GE dishwasher**, dble oven & cook top, cheap, 456-1526 eves.*

***Alum. storm windows**, 24x42", 34x54", 28x54", 747-2184.*

***Electric roaster**, good cond., 749-4992.*

***Antiques**, lady's desk, oak table, 632-4733.*

***Two recliner chairs**, dark brown, good cond., 432-3858.*

***'80 Pinto wagon**, 6,000 mi, 489-6764.*

***'67 Dodge**, V8, new tires, paint, 49,000 mi, (219) 824-5376.*

***Recliner chair**, 7 yrs, brown, great cond., $65, 747-1315.*

***Typewriters**, Smith Corona port, $35; Royal Std. manual, $45, 747-3871.*

***Firewood**, 5 rank, $30 each, 426-8634.*

***Free beagle/golden pup**, 5 mo., 432-8749.*

***Dining room table**, 6 chairs, buffet, leaf, pads, 745-9450.*

***Yamaha keyboard**, pss460, 1 yr, $120, 485-0398.*

***'84 Plymouth Duster**, 2 dr, hatch, 4 spd, 45,000 mi, 485-4929.*

***17'Caravelle boat**, 100 hp merc, cover, trail, 18 gal tank, $3,000, 489-3844.*

***Imitation brass bed frame**, dbl, $35, 432-2328.*

***'86 Buick Park Ave.**, loaded, low mi, $9,800, 747-4066.*

***Chairs**, 1 lg. swivel, 4 kitchen, 2 swivel, 424-5946.*

***Dinette table**, leaf, 4 chairs, $50, 745-1645.*

RIDE WANTED

***Taylor St. 1st shift**, Clara Ave. near Parkview, 484-5002.*

WANTED

***Lionel & American Flyer**, Marks trains, any cond., (219) 724-8011 eves.*

Happenings

GE Volunteer Firemen are reminded that Dec. 3 is the date set for the annual Christmas party to be held at the Southwest Conservation Club, Bluffton Rd.

Cocktails will be served beginning at 5 p.m., and dinner will be served from 6 p.m. to 10 p.m.

A $5 deposit is required and will be refunded upon arriving at the party. Send your name and check, made payable to Judy Adams, to Judy Adams, P.O. Box 2206, Fort Wayne,IN 46801. The reservation deadline is Nov. 18.

Nominations for 1989 officers should be given to Judy Adams, Building 4-4, extension 3366.

Ads

Building 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
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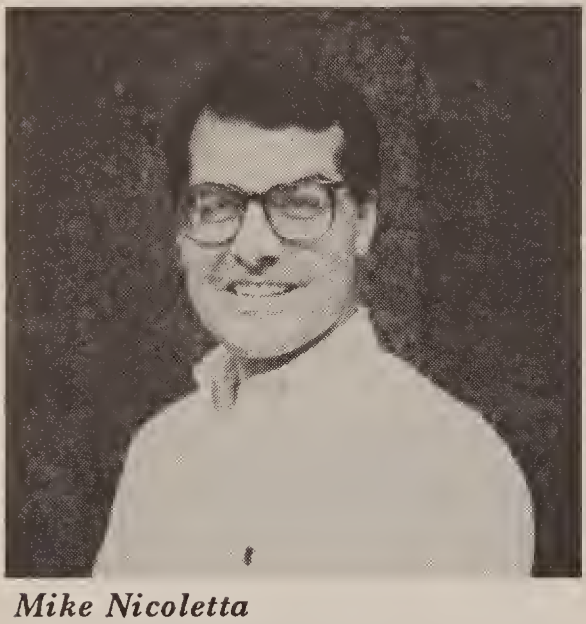
Name ______________________________

Address ____________________ **City** ______________

Bldg. ______________ **Home Phone** ______________

Signature ______________________

Nicoletta named Fort Wayne Operations manager



Mike Nicoletta

Mike Nicoletta, currently plant manager in Decatur, has been named plant manager – Fort Wayne Operations.

The announcement was issued this week by Don Bussick, Motor Manufacturing General Manager.

Pat Palmisano will move from the Fort Wayne Operations plant manager position to program manager for the Kimco operation in Korea.

Jim Stehlik, currently plant manager in Juarez, will move to Decatur as plant manager there.

Other appointments include Dave Wang to the position of Juarez plant manager and Steve Hilmes to project manager for the Decatur rationalization project.

Nicoletta joined GE on the Manufacturing Management Program (MMP) in 1976 as a methods and time standards engineer for the Chicago Refrigerator plant. Other GE positions have included advanced materials specialist, Chicago range plant; sub assembly foreman, Circuit Protective Devices in Morristown, Tenn.; production control specialist, Owensboro Motor Plant; area manager – winding room, shaft machining, and miscellaneous parts machining, Owensboro; shop operations and production control manager, Owensboro; production support manager, Owensboro; and plant manager, Jonesboro Motor plant.

Make November 17 your day for kicking the habit

Thursday, Nov. 17 is the day for quitters. That's when the American Cancer Society will sponsor its 12th annual Great American Smokeout, a nationwide day to encourage smokers to kick the habit.

Here are some tips to help you or a loved one take a gigantic step toward better health and a longer life, beginning on the Great American Smokeout.

- Throw out all cigarettes. Break them in half and wet them down. Clean out all your ashtrays and put them away.
- When the urge to smoke hits, take a deep breath. Hold it a second, then release it slowly. Taking deep, rhythmic breaths is similar to smoking, only you inhale clean air, not poisonous gasses.
- Exercise. Climb stairs rather than take the elevator. Park the car a block or two from your destination.
- When tempted to reach for a cigarette, think about your worst memory connected with the habit – that time you burned a hole in your suit or when you were left completely breathless running for a bus that pulled away .
- Reward yourself with oral substitutes in the same way you may have used cigarettes – sugarless gum, lemon drops, sunflower seeds, apple slices, popcorn etc.
- Eat three, well-balanced meals. Avoid sugar-laden and spicy foods that can trigger the desire for cigarettes.
- Scramble up your day and change habits connected with smoking. Drive a different route to work. Avoid your "smoking chair" after dinner.
- Cleanse your body of nicotine. Drink lots of liquids. Pass up coffee, caffeinated soft drinks and alcohol.

GREAT AMERICAN AMERICAN CANCER SOCIETY

SMOKEOUT

TAKE A BREATHER
ON NOVEMBER 17

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

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FORT WAYNE IN 46801

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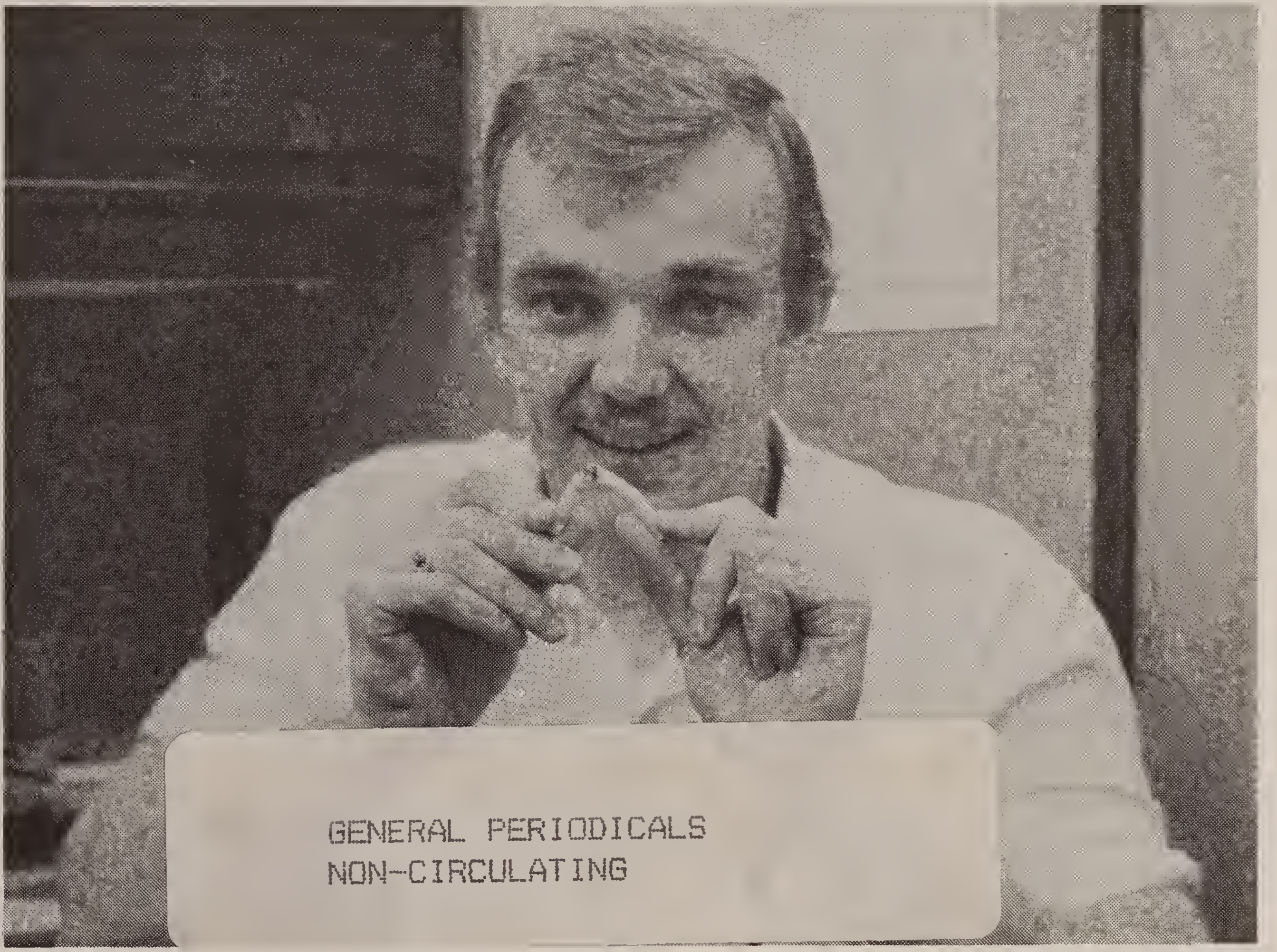
Allen County Public Library

GE News

Retiree Issue
December 13, 1988

This special Retiree Issue contains select articles from the ***GE News*** *over the past three weeks. Regular collated mailing of the* ***GE News*** *will continue next year. Happy Holidays.*



Barry Lucas has broken the habit

GENERAL PERIODICALS
NON-CIRCULATING

Breaking the habit: *Two GE employees talk about why they quit, cold turkey*

The ***GE News*** *this week interviewed two former smokers who, in the past year, took the very big step toward improving their health and relationships. The following is a summary of their comments:*

Barry Lucas, Power Supply Operation – quit smoking July 10 of this year after 13 years of smoking between two and four packs a day.

Quitting smoking is definitely one of the most difficult things I've ever done.

The first three weeks were the hardest. I went through physical withdrawals. Even after that, I would stand close to someone who was smoking just to get the smell of it. One thing I had to learn was that nicotine is one of the most addictive substances around. That's why it is so hard for people to quit. I really don't think people who smoke for 15 or more years do it because they want to – they do it because they are addicted to it.

I decided to quit for a number of reasons. For one, smoking goes against my religious beliefs.

Another reason is that I was showing more and more signs of bad health – fast pulse, high blood pressure, and getting up hacking every morning.

My wife hated it. I was more irritable when I smoked. And the smell stayed in our clothes and even

Continued on page 4

Decatur people find new way to get to work

Reta Thornton (shown left) is one of many former Decatur plant employees who now ride the bus to and from work in Fort Wayne. The bus service was made available to accomodate those Decatur people who have accepted jobs (about 200 currently) in the Broadway and Taylor Street GE operations.

Improvements at Baer Field vital to Fort Wayne economy

Local companies endorse bond proposal

Baer Field brings about $200 million back into the Fort Wayne economy each year.

Employers like GE, Lincoln National Corporation and General Motors depend on the airport for access to customers and facilities, for overnight mail service, and for the transportation of goods and supplies.

The airport is a major drawing card for businesses looking to start up or relocate in the area.

That's why GE and other local companies are endorsing the $12.95 million airport bond proposal which was approved Nov. 14 by the Fort Wayne-Allen County Airport Authority.

"It is absolutely essential to the economic well-being of our community that improvements be made at Baer Field," said Tom LaPlante, manager of Motor Information Systems and a company representative on the Citizens for the Greater Fort Wayne Airport. "The airport helps local companies provide jobs."

In the past three years, Baer Field has doubled activity. It has gone from three passenger carriers to 10 and is becoming one of America's top 10 cargo airports.

Problem is, all of this growth is occurring on 47-year-old runways which are deteriorating rapidly.

Some of the runways have been closed to all aircraft, and others pose safety hazards because of broken pavement and loose debris.

In addition, there isn't adequate snow-removal or emergency-response equipment.

The bond will be used to make necessary improvements so that Baer Field can continue to operate and fulfull the ever-increasing traffic flow in and out of Fort Wayne.

If passed, the $12.9 million bond would raise property taxes about 14 cents on every $100 of assessed valuation until the bond is paid off.

"Individual support of this bond proposal is a commitment to continued prosperity and economic development in our community," LaPlante said.

Citizens for the Greater Fort Wayne Airport circulated petitions in the community between Nov. 15 and Dec. 15 to gain support for the proposal. The petitions were made available to employees at GE.

Opponents now have 45 days to get petition signatures from those objecting to the bond issuance. If more names are gathered against the proposal than in support of it, the bond cannot be sold.

> *'Individual support of this bond proposal is a commitment to prosperity and economic development in our community.'*
>
> *Tom LaPlante*

Ads

FOR SALE

GE Chord organ, *detach. legs, $15, 747-7690.*

Queen size comforter, *new, blue, 424-7474.*

1/2 acre lot, *in Pine Valley Mall area, terms, 637-3775.*

'80 Chevy Citation x-11, *$1,250, 485-2404.*

Pet cage, *$65, 484-3406.*

Draperies, *beige, thermal, 130" x 54" and 66" x 54", rods, 483-0107.*

Wood-frame storm windows, *3, 32" x 59", $5 each, 426-5811.*

Stereo amplifier, *Stromberg-Carlson, 35 watts per channel, $25, 483-5223.*

Hay, *last yr, good quality, mix alf orch grass, $250 bale, (219) 639-3826.*

Push type lawn sweeper, *used twice, $100, 745-3416.*

'82 Olds Delta 88, *diesel, ex cond., 486-4693.*

Antiques: *oak dresser, drop leaf table, 632-4733.*

'87 28' Terry Travel Trailer, *627-2975.*

Push & pull exerciser, *$10, 432-2328.*

Waterbed & mattress, *heater & frame, new, 622-7413.*

GE '88 port. dishwasher, *used 4 mo, $300, (219)244-7005.*

12' Sea Nymph Alum v-hull boat, *$300, 485-5237.*

Sealy Post. mattress, *$65, 745-0261.*

Girl's 20" bike, *$15, 447-3064.*

4" septic sewer tile, *50, new, $15, 638-4191.*

30" GE electric range, *self-clean, brwn, $200, 747-3879.*

Queen sleeper, *ex cond., beige/navy/grey stripe Herc, $300/offer, 745-0047.*

Afghans, *15 crocheted, $50 & under, 422-4083.*

RCA 25" console ('78), *Color-Trac TV, $120, 432-8003.*

Exercise bike, *double roll, 432-2328.*

Pick up cap, *fiberglass, no back window, first Ford Courier long, $25, 745-7145.*

Treadmaster jogger, *$75, 489-4881.*

Oak wall unit, *holds TV, VCR etc. 432-9145.*

'78 Ford LTD II, *485-9533.*

Monroe shocks, *#54568 load leveler, fit big Fords, etc. 2/$28, 484-7379.*

'82 Datsun, *2 dr, hatch, 5 spd, 89,000 mi, 485-7138.*

'78 BMW 320i, *ac, sun rf, $2,000, 456-1155.*

Love seat, *brown, great for college dorm room, 486-3901 eves.*

WANTED

Lionel & American Flyer, *Marks trains, any cond., (219) 724-8011.*

Electric roaster, *749-4992.*

Aquarium & stand, *20 gal or larger, (219)728-2049.*

Florida retirees to meet Feb. 10

General Electric retirees who visit or live in the west coast of Florida are invited to attend the 29th annual retirees dinner on Feb. 10.

It will be held at the Egypt Shrine Temple, 4050 Dana Shore Drive in Tampa.

Social hour begins at 11:30 a.m., and dinner begins at 12:30 p.m.

The cost is $10 per person.

Send reservations by Jan. 31 to Robert Younghaus, 2117 Village Hill, Valrico, Fla. 33594. His telephone is (813) 681-6299.

Decatur employee transfers to Ft. Wayne

Terrell M. Putman is the latest in the list of Decatur employees who have transferred to Fort Wayne Operations. Terrell will report to the Taylor Street plant.

In Memory

Emil E. Fagg, *Phoenix, died Oct. 19. He retired in 1971.*

Walter A. Kehmeyer, *Columbia City, died Oct. 19. He retired in 1964.*

Marjorie P. Doty, *1702 Franklin, died Oct. 24. She retired in 1980.*

Erma F. Poinsette, *4316 Marquette, died Oct. 28. She retired in 1977.*

Elda Schuller, *Hoagland, died Oct. 24. She retired in 1985.*

Vernon L. Fridley, *10744 U.S. 27 S. lot 100, died Oct. 25. He retired in 1980.*

Ads

Building 18-3

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Please print neatly. Limit 40 letters.

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ____________________
Address ____________________ **City** ____________________
Bldg. ____________________ **Home Phone** ____________________
Signature ____________________

Smokers talk *continued*

yellowed our walls. It also yellowed my teeth and fingers.

I tried a lot of things to help me quit – chewing gum, stuffing my face with food... I did gain some weight, but now I'm starting to get it back down again. I think you'd have to be 1,000 pounds overweight to outbalance the disadvantages of smoking.

The real secret to quitting is commitment. You have to really want it.

As I said, it is a difficult step, especially in the beginning. But over time it gets easier and easier. Today, I think I've overcome it. I'm healthier, I'm happier and my family is happier.

Rich Steele, Taylor Street -- quit Dec. 24 of last year after 19 years of smoking between one and two packs a day.

Managing little league, I found that I could barely keep up with the kids when I smoked.

My own kids always knew when dad was up in the morning because they could hear me hacking and coughing.

> *Smoking is like an addiction to alcohol or any other drug.*

I was sick of smoking even before I quit. I had quit for a year once before, but one cigarette and I was back to the habit again.

Smoking is like an addiction to alcohol or any other drug. I'll be a "smokaholic" for the rest of my life. You'll never quit until you can admit that to yourself. But that doesn't mean you have to smoke.

You have to quit smoking for you, not anybody else. People can nag you about it, but that only has a reverse effect.

One of the hardest parts of quitting smoking – aside from the nicotine addiction – is breaking the habit itself. There are little things you do in your everyday life that you associate with smoking – things like talking on the phone, driving to work or drinking a beer.

I've found that toothpicks help. At first I used Lifesavers. Over time, I've begun to lose the urge to smoke.

My wife and kids still can't believe it. Sometimes they ask me, "Are you sure you haven't smoked just one?" That's exactly what I know I can't do.

Here are tips for helping a friend or loved one quit smoking

- Show that you care – that you have a vested interest in keeping your friend or loved one in good health.
- Provide him or her with a survival kit of low-calorie nibbles, like carrots, celery sticks and sugarless gum.
- ***Don't nag or threaten!***
- Take him or her out for breakfast or lunch. Or promise a special dinner at his or her favorite restaurant.
- Enlist the help of others in lending moral support to your friend or loved one.
- Consider giving up something for the day, too – candy, desserts, coffee, etc.
- If you're an ex-smoker, share your experiences as a smoker rather than lecture on the dangers of smoking.
- Send flowers now and then.
- Schedule an evening activity that minimizes the temptation to smoke – a movie at a theatre that prohibits smoking, racquetball or another sport.
- Be a cheerleader – offer praise, encouragement and finally, at the end of the day, congratulations!

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GE News

Fort Wayne Volume 71, Number 5 February 2, 1989

Emerson chairman speaks to St. Louis group

Emerson business strategy marked by job transfers, consolidations

Editor's note: The St. Louis Post-Dispatch recently reported on remarks made by Emerson Electric Chairman Charles F. Knight to participants of an International Business Conference at St. Louis University. The following article contains comments, as reported by the newspaper, related to Emerson's business strategy. Knowing how a competitor thinks and operates helps keep GE Motors focused and motivated.

"The key to winning is being the best-cost producer – I don't care what business you're in," Knight said.

Emerson has posted higher earnings for 31 consecutive years.

"(But) in the last five years, we closed 49 plants and moved 6,000 jobs. We spent $228 million doing it...," said Knight.

"It's done and the impact on our cost structure is enormous," he said. For the year ending Sept. 30, Emerson posted sales of $6.65 billion and earnings of $528.8 million, an increase of 13.2 percent over fiscal 1987 earnings of $467 million.

Knight said that Emerson has steadily lowered the hourly wage and fringe benefits it pays to approximately 45,000 hourly workers. "We pay less per hour than we did five years ago."

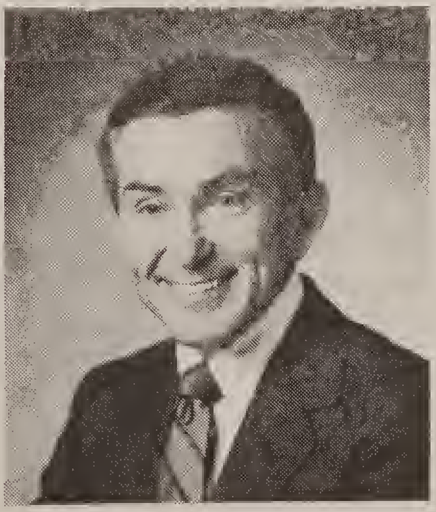
Knight said that he had been criticized, even by his own children, for moving jobs out of St. Louis to Mexico to cut costs. "A lot of people cringe, including my kids," he said in the article.

"The reason we move jobs is to protect jobs in this country. We move low-skill jobs to protect high-skill jobs," Knight said. "The morale in our plants is higher than it has ever been."

> *The key to winning is being the best-cost producer – I don't care what business you're in.*
>
> Charles F. Knight

Emerson announced last summer that it would move about 250 local jobs to plants in Florida and Mexico. Most of the jobs involved were classified by the company as low-skill electronic assembly positions, according to the newspaper.

O'Brien to head GE Motors Division



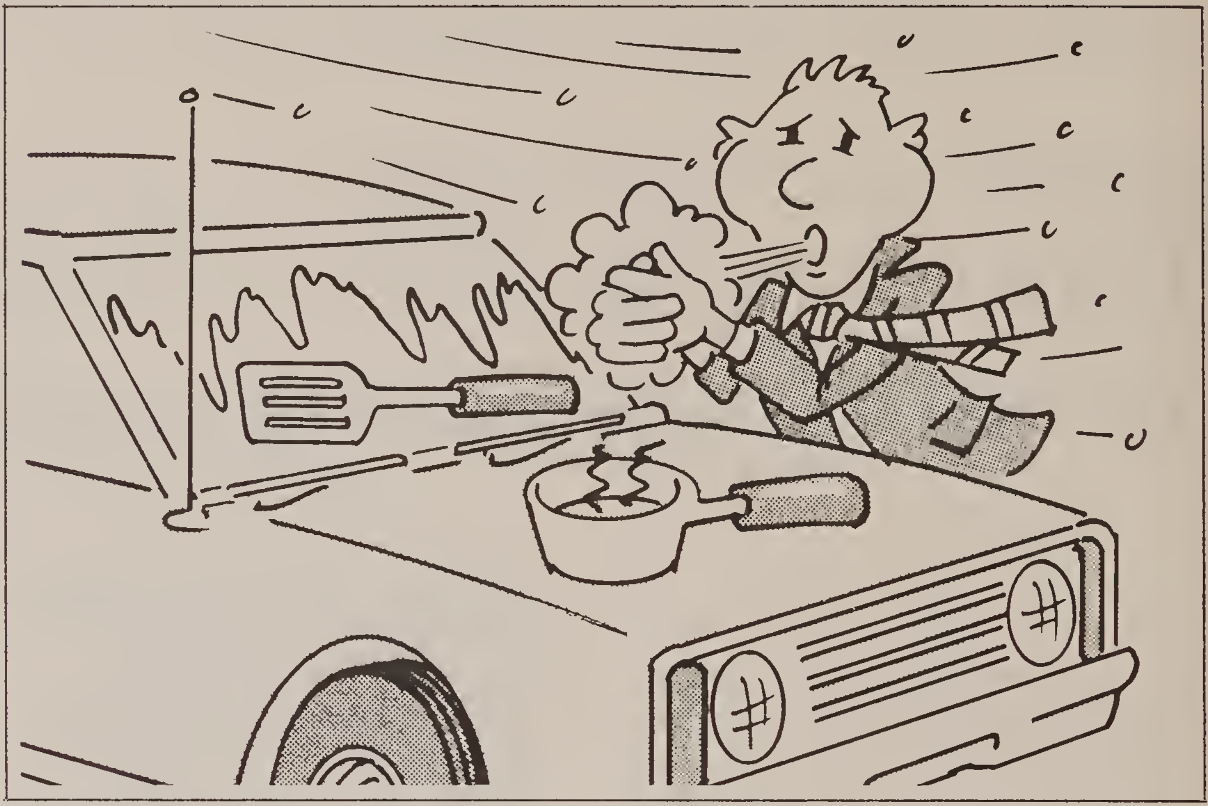
GE officials have announced the appointment of Stephen J. O'Brien to Vice President – GE Motors.

O'Brien fills the vacancy left by David Genever-Watling's recent transfer to Schenectady, N. Y. where he is Vice President of the GE Power Generation business.

continued on page 3

Don't put away snowshovels yet

When snow and cold hit, remember severe weather procedures



Though recent mild weather may entice you into believing this winter's a breeze, weather forecasters say it ain't over yet.

Near normal temperatures and precipitation are expected over the next three months, according to officials at the National Weather Service at Baer Field.

Early this month, local highs are expected to be in the mid-30s with lows in the mid-teens, said Mike Hayes, weather service specialist. By April, temperatures are expected to rise to the mid-60s, with lows in the mid-40s.

And don't put the snowshovels and ice scrapers away just yet, because more snow will fall this winter.

Eight and a half to nine inches of snowfall is expected over the next three months, Hayes said.

"I'd keep (the snowshovels) handy," he said.

Knowing that, here's a review of the Fort Wayne GE severe weather policy.

Employees should be aware of this policy and know which radio stations to tune in for information regarding GE production changes.

Normally, GE employees are expected to work on days when it is snowing, but emergency action may be necessary when abnormally severe conditions occur.

Here's what to do if severe winter weather strikes:

– **Motor and Transformer production employees.** When a significant number of these employees are unable to report to work, normal production operations cannot take place. In this case, the message will be released to radio stations that "Fort Wayne GE production workers should not report." If there is no such announcement, production employees will be expected to report at the beginning of their regular shifts.

– **Wire Mill and ACSD employees.** The Wire Mill, which is a continuous-shift operation, and the Aerospace Controls Systems Department will continue production operations during weather emergencies. Employees will be expected to report to work if they can do so safely.

– **Other hourly employees.** Certain hourly work, such as tool room and maintenance work, can take place even when production operations are suspended. Employees in these classifications will be advised by their managers that they should report to work if they can do so safely.

– **Salaried employees.** Since production shutdowns seldom prevent salaried employees from performing their work, they are expected to report as long as they can get to work safely – even when it is announced that production workers should not report.

In addition to these procedures, all employees are encouraged to inform their supervisors of any changes in their telephone numbers in case such weather emergencies occur.

Tune-in to WOWO Radio 1190, WQHK Radio 1380 or WGL Radio 1250. On the FM dial, tune-in to WMEE 97.3 or WEZV 102.

O'Brien welcomed to GE Motors

continued from page 1

"Steve's wealth of manufacturing experience coupled with a significant sales and distribution assignment are impressive qualifications for him to assume the key leadership position in GE Motors," said L. A. Bossidy, GE vice chairman and executive officer.

O'Brien last week completed his assignment as Vice President of Sales and Distribution for GE Appliances. His appointment was effective Monday.

O'Brien joined GE on the Manufacturing Training Program in 1960 after graduating from Yale University with a BS in Mechanical Engineering. He joined the Medium Steam turbine Department in 1963, where he held a variey of manufacturing and project management assignments.

In 1972, he was named Plant Manager of the Generator Manufacturing facility located in Durham, N.C. He joined the Mechanical Drive Turbine Department in 1978 as Manager - Manufacturing and subsequently was named to lead the Compressor Venture in 1980. He moved to GE Appliances in 1982 as General Manager – Satellite Production Department and was later named General Manager – Louisville Production Department. He was appointed to his current position in 1984.

Ads

For Sale

Snow tires, on 15" and 13" rims, $15 pr., 639-3465.
Antiques: desk, dresser, more, 632-4733.
Kemp shredder, 745-7984.
'83 Reliant, 432-2328.
Paper back books, romance -- 25 cents each, 432-4268.
17' travel trailer, 432-1730.
'73 Ford LTD Wagon 429, $445/offer, 426-7233 eves.
'68 Chevy Caprice, 747-4304.
Barn to be removed for lumber, 638-4114.
RCA XL 100 19" TV, $100/offer, 483-5789 eves.
3 drape & curtain, traverse rods white, $6 each, 485-2520.
3-pc mauve sectional/recliners, 1 yr old, $300, 447-3856.
'84 Firebird, 426-3528.
2 mobile homes, Ft, Myers, Fla., 1-813-995-6577.
Blue men's sport coat, wool, $15, 486-3901.
30-inch Hotpoint electric range w/ self-cleaning oven, 637-6682.
Tan pant coat w/ brown fur trim, size 16, 436-1325.
Two-story house at 1433 Taylor St., needs paint -- $14,000 cash, 747-4066.
AKC cocker puppies, blond, red, 424-2946 eves.
Brass mixing valve for shower head, 744-0531.
New 6'x10' flatbed trailer w/ 8" siderails, 3,500-lb. GTW, 426-2631.
Wood or coal-burning Hitzer heater, 749-4485.
John Deere Spitfire, $495, 432-2891.
Two aluminum storm doors, 36" wide and 32" wide -- $25 each, 747-2796.
Oil furnace and oil tank, 486-4633 eves
2-br Holly Park mobile home w/ fireplace, new hot water heater, appliances, 10'x20' shed, carport, 432-4611.

Wanted

Lionel, American Flyer and Marks trains, any condition, 724-8011 eves.
Homes to clean, 744-6526.

Ads

Building 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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Name ____________________
Address ____________________ **City** ____________________
Bldg. ____________________ **Home Phone** ____________________
Signature ____________________

Alger award nominations due next month

Nominations are now being accepted for the Alger Award, which recognizes an outstanding motor engineer or scientist in GE's rotating electrical machinery business.

The winner will receive a $3,000 grant to a college or university of his or her choice for advanced education in engineering and science.

Nominees will be judged primarily on their sustained technical achievements.

Other criteria may include patents, publications and recognition by fellow employees or other professional groups.

Alger

The award has been established to recognize and encourage engineering contributions to GE in the field of rotating electrical machinery. Businesses in that field include GE Motors, the Drives Motor and Generator Operation, the Canadian GE motor business components and the laboratories that serve these businesses.

The award will be presented at a banquet during the Company's Rotating Electrical Machinery Symposium scheduled for April 25.

The award is named after Philip L. Alger (1894-1979), who, in the course of his 40-year career with GE, was internationally recognized for his contributions in the field of electric motors and electric motor drives. Nominations should be submitted to John Hooker, Building 19-5 before March 3. Detailed brochures explaining the award can be obtained from Jean Grindle, Building 19-5, extension 2002.

Decatur transfers welcomed

The latest list of Decatur plant employees who have transferred to Fort Wayne follows:

Rebekah Smith, Specialty Transformer; Don Lehman, Taylor St.; Rudolph Arriaga, Taylor St.; James Lassiter, Taylor St.; and Jerry Rambo, Taylor St.

Pedro Garcia, Taylor St.; Timothy Magley, Taylor St.; Gerald Sudduth, Taylor St.; and Frederick Fuelling, Taylor St.

Patricia Putman, Taylor St.; Virgil Springer, Building 6-4; William Beres Jr., Taylor St.; Jeffery Garner, Taylor St.; and Thomas Johnson, Taylor St.

Ronald Kelley, Taylor St.; Martin Murphy, Taylor St.; and Gale Riley, Taylor St.

Local journalist becomes new GE editor

Caroline Bermudez has replaced Vance Meyer as GE News editor.

Meyer was promoted recently to Communication Program Manager for GE Lighting in Cleveland, Ohio.

Bermudez was a Journal-Gazette reporter for two years before accepting her current position with GE. She covered local government and co-wrote the Sunday column, Watchdog.

She graduated from the University of Michigan with a BA in Communication.

"I enjoy football, am a big Wolverine fan, and even like to play quarterback on warm Sunday afternoons," said Bermudez, who was a student recruiter for the Michigan Football Department.

Bermudez is also an avid tennis player and a volunteer with Big Brothers/Big Sisters of Fort Wayne.

She was born in Manila, Philippines, but grew up in Saginaw, Mich.

As the new GE News editor, Bermudez said she's looking for lots of story ideas.

"My door's always open. Just stop by and say hello."

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GE News

Fort Wayne
Volume 71, Number 6
February 9, 1989

HAPPY VALENTINE'S DAY!

1989 economic outlook mixed

hot summer could boost motor sales

The US economy will be somewhat mixed this year, but GE officials say they expect modest growth overall for 1989's motor market.

Though economists had been expecting a modest downturn in the US economy sometime in the latter half of this year, revised estimates suggest that downturn may not happen until 1990.

Instead, 1989 is expected to be a year of somewhat slower growth in the marketplace, but nevertheless continued growth.

How does that impact GE Motors?

"If we look at the consumer side of our business as compared to commercial and industrial, we would expect that the markets are going to decline slightly," said Dick Steele, manager-marketing research and forecasting.

Interest rates are expected to go up this spring, then back down to their 1988 fourth-quarter level. Housing is expected to be down 6 to 8 percent compared to last year.

"Though we think that the marketplace will probably be down a couple of percent on the consumer side of the business," said Steele, "if we have a hot summer like we've had for the last two years, then possibly we'll see growth on that side instead of a flat or down market.

"A hot summer encourages people to buy air conditioners. It also means people use their air conditioning more. This puts added stress on units and tends to increase incidences of repair and replacement. That means increased motor sales," Steele said.

Because the last two summers have been abnormally hot and have put extra stress on the units, a third hot summer could mean the breaking point, he said.

"They (recent hot summers) have also conditioned people," said Steele. "They've gone through a couple of hot summers. A lot of them are saying, ' I'm not going to wait for it to get hot. I'm going to go out and buy an air conditioner in the spring and get it in.'"

see outlook, page 3

Motor sales up 11 percent in '88

The Motor business substantially improved its earnings in 1988 over 1987, which resulted from higher volume and lower corporate tax rates, said Dan DeForrest, manager-finance operations.

DeForrest detailed the business's 1988 results Tuesday evening during a dinner held by the company.

"Sales for 1988 were up 11 percent with particular strength in the Industrial and HVAC markets," DeForrest said.

Preliminary, unaudited results for the entire company indicate that

see 1988 results, page 3

Saving energy makes g

With utility costs going up and up each year, the Energy Conservation team is reminding everyone to be smart about energy use.

Energy conservation is an ongoing concern for GE because it spends more than $5 million annually to heat and light Fort Wayne facilities alone.

That would pay the heating and lighting bills for about 3,000 Fort Wayne homes.

The team began meeting two weeks ago to identify areas for improving energy use. There are four areas where the team hopes to save energy. They are electricity, natural gas, coal, and water and sewer.

The biggest of these is electricity at 68 percent of total energy consumption. Coal takes up 18 percent; natural gas 10 percent, water and sewer 4 percent.

The team, which consists of Facilities Engineering and Area Services personnel, has already begun cutting costs.

Air conditioning units have been disabled so that the units cannot be turned on during the heating season.

The team has also turned down the steam pressure to all buildings in an effort to reduce heating costs.

But even small things, such as

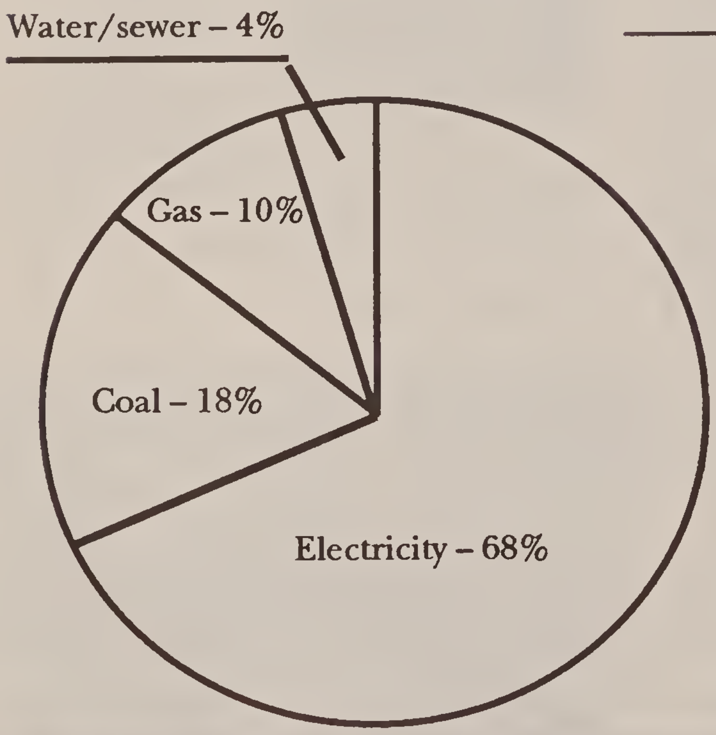
Bright ideas for saving energy

– Make sure all lights are turned out before you go home if the area won't be used by anyone after you leave. People in offices should develop a habit of turning out lights when leaving for long periods of time.

– Don't open windows, and if you must, make sure they are closed before you go home.

– Report broken windows immediately.

– Don't prop doors open.



The Motor business uses 18 air conditic
in the Power House. They are used to c
of capacity. Altogether, they generate e
The compressors normally operate six n

News Briefs

Midwest America schedules annual meeting

Midwest America Federal Credit Union will hold their annual meeting on Saturday, Feb. 25 at 1:30 p.m. at the Roadway Inn (formerly the Sheraton Inn), 5250 Distribution Drive in Fort Wayne.

This official gathering of the membership gives you the opportunity to express yourself in the affairs of the organization. The Board of Directors and its several committees will submit reports to the membership and announce the results of the election for the three positions on the Board. Door prizes will be awarded. Please plan to attend.

GE offers good deal on cars

GE employees and their relatives are eligible to purchase or lease a car from GE Capital under a program introduced last year by Auto Financial Services.

GE Capital Auto Lease leases thousands of import and domestic cars to consumers each year. A number of those cars come off lease early, but only the top 5 percent are selected for the GE Employee Automobile Program. The cars are then reconditioned at an authorized

d sense

ressors, called CM-12s, which are located
ory areas. Each compressor has 60 tons
er to cool 432 2,000-square-foot homes.
of the year.

leaving lights and equipment on when no one is using them, can increase base costs.

That's why it's so important for everyone to be energy-conscious and begin looking for ways to reduce energy use. ▧

auto center before being offered to employees.

Whether you are interested in leasing or owning, the prices and rates are very attractive. As an added incentive, GECC will finance a purchase with approved credit, requiring no money down.

For more information on the program, call 1-800-223-7194 or 312-381-6600 extension 6445.

more briefs on page 4

outlook

continued from page 1

In contrast, lack of snow cover means the sump pump busines may be slow in the spring.

"We've had two bad years in the sump pump business – abnormally low," Steele said. "That was offset last year by other things like commercial equipment sales. Right now, that segment is again quite strong.

"But if we don't have a wet spring – and that means a lot of rain – then that market's going to fold up on us because it goes by with the coming of the summer."

There has been, however, considerable growth in the industrial segment of the business. It's growing because, with the declining value of the US dollar, manufacturers of equipment are expanding their exports offshore.

That means they need more motors to install on their equipment.

"Because of increased exports in the industrial market, we're showing a great deal of strength and there's been growing momentum over the last nine or 10 months. We expect that to continue for some time to come.

"In total, we expect slight growth this year in the motors market as compared to last year," Steele said. ▧

1988 results

continued from page 1

GE's profits were about 8.7 cents of each sales dollar in 1988. Some individual GE businesses earned more than this, while others earned less.

For the Motor business, material costs went up 15 percent, primarily due to copper and aluminum prices which skyrocketed 50 percent.

"Even with the wage rollback, our total cost inflation was 8 percent," DeForrest said.

"On the productivity front, we achieved a 5 percent gain, but this was largely due to increased volumes. The major growth in volume and resulting factory disruptions held factory productivity to a disappointing 1 percent," he said.

The entire company's net earnings for all of 1988 were approximately $3.386 billion, an increase of 16 percent from the year before.

Sales for the year were about $38.82 billion, 1 percent less than 1987. However, adjusting for the effect of all acquisitions and dispositions since the beginning of 1987, sales for the current year increased 4 percent.

"The year 1988 was an excellent one and the pace has not slowed as we have entered 1989," said GE Chairman Jack Welch.

"The CEO is very pleased with the performance of the Motor business in 1988, and is looking for continued improvement in 1989," said DeForrest. ▧

Application fees waived for HELP loans

For a limited time, Fort Wayne National Bank will waive application fees for its Homeowners Equity Line Program (HELP).

HELP is one of the many services available through Fort Wayne National's Building 21 branch. For more information on any of FWNB's services, visit the branch between 9 a.m. and 4 p.m., Monday thru Friday.

New snow removal procedures help reduce base costs

As most of you may have noticed Monday, the amount of snow that was plowed in our parking areas was significantly less than in the past. The reason for this is the need to reduce base costs.

In the past, snow was plowed from the entire parking area after 2-inches of snow had accumulated.

Snow will now be cleared from the parking lot main runways only (not the parking areas) and only after a 3-inch accumulation.

The new procedures are expected to result in a $50,000 cost reduction in 1989.

Elex Club notes

Feb. 13: brown bag supper and card party, 4:45 p.m., cost $2.

Feb. 14: bingo for members only, at Heritage House Smorgasbord, lunch at 11:30 a.m., cost $5.25.

June 22 - 25: Las Vegas trip. Elex Club has chartered a plane from Indianapolis for members and their guests. A bus will be provided to transport people to Indianapolis.

A choice of hotels is being offered: Flamingo Hilton – $429, or Aladdin – $399.

The trip is open to guests for an additional $2. A $100 deposit is required, and the balance paid by April 14.

Send checks, payable to Elex Club, to Elex Office, P.O. Box 2204, Fort Wayne, Ind. 46801.

Also, "Great Panes Co." will be conducting stained glass classes each Thurs. this month, from 7 p.m. to 9:30 p.m. Contact Ann Day, 436-1529, for more information.

Honorettes will not meet this month.

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Ads

For Sale

***'84 Pontiac 2000**, good condition -- $3,000/offer, 485-8363.*

***Rust color swivel rocker**, 744-5920.*

***Wurlitzer piano**, antique finish, good condition -- $300, 485-4987.*

***White bunk beds, maple twin bed, chest and desk,** 447-1939.*

***Antiques:** oak drop-leaf table, oak chest drawers, 632-4733.*

***Dinette set, vacuum cleaner, utensils**, 432-2610.*

***'80 Pinto station wagon**, 61,000 miles, 489-6764.*

***GE coffee maker, unused GE toaster oven**, 745-0245.*

***Gas stove, air conditioner, ladders, dishes**, 432-2610.*

Wanted

***Lionel & American Flyer and Marks trains**, any condition, 724-8011 eves.*

Ride Wanted

***To Broadway plant** from St. Joe, Ind., 337-5258 eves.*

Ads
Building 18-3

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
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Please print neatly in boxes. Leave space between each word.

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the GE News. No more than 40 characters per ad (use format above). The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

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GE News

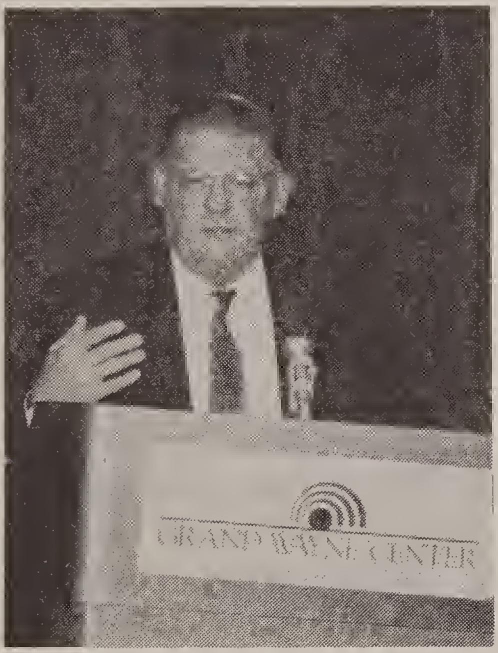
Fort Wayne
Volume 71, Number 8
February 23, 1989

Goal: a productive and global GE for the 1990s

"You don't get off the airplane in Seoul or Tokyo or Taiwan and simply say you're from America and you're here to conclude a transaction. They'll go on to tell you that their technology is better, their people work harder, their wages are lower – all the kinds of things that make your task more difficult," said Lawrence A. Bossidy, GE vice chairman and executive officer.

For more than 90 years, customers across the country have depended on GE for the latest in motors, transformers and power supplies.

Now, GE faces the challenge of continuing its success into the 1990s, where market boundaries no longer stop at the nation's border, but span continents.



Bossidy sees a 1990s world market, with about 25 significant multi-national corporations and thousands of small companies serving niche markets.

"In GE's case, since we're not going to be small, we want to be a significant business in all corners of the globe," said Bossidy, speaking to several hundred employees at the Motor Sales Division meeting held in Fort Wayne last week.

Bossidy said GE must address the following issues in preparation for the 1990s.

Productivity. "We had last year in GE Lighting – one of the company's oldest businesses – the highest productivity in GE. But even that was no higher than the productivity of most Japanese companies. We have reason to believe, however, that we are making progress. We are achieving greater output with fewer resources – but more gains are needed."

Work-Out. "It is precisely because of the increased workload just mentioned, that the company is embarking on a process designed to evaluate work performed. Non-value-added tasks will be eliminated to make workloads more manageable and to help people operate more effectively. It's something we've just started, and it's going to take maybe two or three years to get it done. The analysis of what's essential and what's not, isn't going to happen overnight. Be relentless in your pursuit of Work-Out, but recognize that it's going to take some time for you to see it, feel it, and breathe it. The significance of Work-Out is, of course, to make everyone's job more fulfilling and to liberate people from long and involved approval routines."

Customer Service. "Customers expect from you, the experience, the resources, and the added value of GE. They expect you to help them in the success of their endeavors. You should look upon that as a compliment, as a challenge. Unparalleled customer service is a strategic weapon which all of us, regardless of function or pay classification, must employ." ▨

Inside: Important tax information to help employees file their 1988 return. *Part II of a two-part series.*

Preparing your own tax return...

After accumulating their tax statements from GE and other sources, many GE people are planning to prepare their own 1988 tax returns.

If you do your own return, you should find it helpful to read and set aside for future reference the following information related to your income from GE sources.

You need to report information from these tax statements on the following income-tax forms:

– Form 1040: US Individual Tax Return.

– Schedule B: Interest and Dividend Income.

– Schedule D: Capital Gains and Losses.

– Form 5329: Return for Individual Retirement Arrangement and Qualified Plans Taxes.

Look at each tax statement to see if any federal income tax was withheld. Be sure to include the total withheld on line 54 of Form 1040.

Wages

On line 7, Form 1040, (wages, salaries, tips, etc.), include the amount from Box 10 of your W-2. Of course, if you have W-2 earned income from other sources, this should also be included on line 7.

Dividends

If your dividend income from all sources is not more than $400, include the total of amounts shown in Box 1 of your 1099-DIV statements on line 9 of Form 1040.

If your dividend income from all sources is over $400, fill out Part II of Schedule B. Include the amount from Box 1 of each 1099-DIV statement. For example, list GE S&SP Mutual Fund dividends on one line, GE Common stock dividends on the next line, and GE Long Term Interest Fund dividends on a third line.

Since capital gains are included in the amount in Box 1 of Form 1099-DIV, you must subtract the total of amounts shown in Box 3 of the 1099-DIV forms on lines 6 and 8 of Schedule B. They are then reported on Form 1040 either on line 14, or if you need to file Schedule D, on line 13.

Remember that dividend income reinvested in additional stock or units is taxable income and is included in these statements.

ESOP distribution

If you have a Form 1099-R from GE because you elected to receive your Employee Stock Ownership Plan (ESOP) distribution last September in either cash or GE stock, the amount listed in Box 2 of this 1099-R is taxable income unless you rolled over some or all of it into an Individual Retirement Arrangement (IRA) or into the GE Savings & Security Program within 60 days of receipt.

Include the entire amount of any ESOP distribution on line 17a of Form 1040. On line 17b, include the entire amount minus any amount you rolled over to an IRA. If you rolled over the entire amount, enter 0 on line 17b. If the entire amount is taxable, no entry is needed on line 17a.

Note the good news! This ESOP distribution is not subject to the 10 percent additional tax normally applied to "premature withdrawals" from a qualified retirement plan. You must, however, file Form 5329 with your return. Complete Part II of Form 5329 and answer "yes" on question 1 of Part IV and enter "06" as the reason for the exemption from the 10 percent additional tax.

S&SP distributions, withdrawals

If you participated in the Savings & Security Program in 1984 and elected to receive a payout for that year in January 1988, this distribution is taxable to the extent shown in Box 10 of your W-2P. That amount should be included on both lines 17a and 17b on Form 1040.

If you received this 1984 S&SP payout before you reached age 59-1/2, you must file Form 5329 with your return and pay a 10 percent premature distribution penalty. This penalty goes on line 52 of Form 1040 after you have completed Part II of Form 5329.

If you made withdrawals from your S&SP account in 1988, this also will be included on a W - 2P. This taxable amount should be entered as income on lines 17a and 17b of Form 1040. If you were less than age 59-1/2 at the times you received these withdrawals, you must file Form 5329 and add the 10 percent penalty on line 52 of Form 1040.

continued on page 3

GE News

Fort Wayne

Volume 71, Number 7
February 16, 1989

'88 a good year, but no honeymoon for '89

1988 was a good year for the GE Motors Business. Sales were up significantly, net income improved, and volume was up.

But those facts are misleading, and we shouldn't let them give us a false sense of security. There were a lot of operational problems in 1988, and GE Motors must solve them if it is to stay competitive in 1989, and in the long term.

That was the message Roshan Chhabra, general manager - Motors Business Programs, and Don Bussick, general manager - Motors Manufacturing, put forth last week during a conference for employee relations managers.

Although business was good in 1988, much of that was due to huge increases in volume. Even market forecasters underestimated how dramatically volume would rise.

And volume continues to go up.

"In January, GE Motors had the largest sales month in the last 37 months, and most likely the largest in its history," said Chhabra.

"We've started out 1989 like gangbusters," Bussick said.

But increased line rates, ballooning material costs and disappointing productivity overshadowed 1988.

"Material inflation hit us very hard – well beyond projected increases," Chhabra said.

"The largest element of our cost structure is in materials," Bussick

continued on page 3 (bottom)

We have definitely missed some delivery promises, creating serious customer issues.

Roshan Chhabra
Gen. Mgr – Motors Business Programs

The only thing that's been saving the business in the last few years is volume.

Don Bussick
Gen. Mgr. – Motors Manufacturing

Inside: Important tax information to help employees file their 1988 return. *Part I of a two-part series.*

For your '88 tax file

Statements from GE to be used in preparing 1988 tax returns

The income-tax preparation season has arrived! GE's accounting operations have mailed tax statements to employees' home addresses. These statements will be needed by individuals as they prepare their 1988 federal income-tax returns, due April 17.

As required by the government, copies of these statements have also been sent to the Internal Revenue Service.

Everyone on the GE payroll will receive in 1988 a Form W-2 wage and tax statement. This shows taxable earnings and the amount of federal income tax withheld, as well as Social Security information. Copy B of your W-2 must be attached to your income-tax return.

In addition, most GE employees will receive other tax statements from the company – depending upon what benefit plans they were in and the decisions they made regarding withdrawals, sales or redemptions, and distributions.

– *Form W-2P* reports taxable income received through the January 1988 holding-period distribution and any withdrawals from the Savings and Security Program.

– *Form 1099-R* reports on last September's distribution of Employee Stock Ownership Plan (ESOP) accounts.

– *Form 1099-DIV* reports dividends from GE stock and from the S&SP Mutual Fund and S&SP Long Term Interest Fund. A separate Form 1099-DIV will be sent for each investment.

– *Form 1099-B* reports any 1988 sales or redemptions of GE stock, S&SP Mutual Fund units, or S&SP Long Term Interest Fund units that were held outside the S&S Program.

Read the statements thoroughly.

GE accounting and tax specialists have put considerable effort into preparing these statements and the accompanying explanations. Both the statements and explanations should be thoroughly read and should be retained in your tax files.

Are you missing tax information?

By now, most GE employees should have received their 1988 tax statements from the company. These were scheduled to be mailed to home addresses no later than January 31.

If you haven't received your W-2 wage statement or any other statement you believe you should have, contact your employee relations representative immediately.

If your address or Social Security number is incorrect on any forms you receive, call this to the attention of your employee relations representative.

If you have a professional tax preparer complete your return, you should show this material to the preparer.

Next week – how to prepare your own return.

GE night at the Ice Capades

Discount tickets are now available for the April 13 performance of the Ice Capades at Memorial Coliseum.

GE employees and retirees may purchase tickets for $3 less than the established price by ordering by mail.

This all-new production of Ice Capades will feature a bevy of international skating stars as well as the ice debut of the celebrated television-commercial superstars, The California Raisins.

Discount prices are $7.50 – elevated floor seating and lower arena; $6.50 first eight rows of upper arena; and $5.50 – all other upper arena seating.

The deadline for discounted mail orders is March 10. Public sale of tickets begins March 13.

Mail to Doorway Promotions,
120 Chambeau Road, Fort
Wayne, Ind. 46805.

GE News Discount Order Blank for Ice Capades

Name ______________________________

Address ________________ City ________________

State ________ Zip ________ Telephone ________

Please send me ________ tickets priced at (circle one) $7.50 $6.50 $5.50 for the Thursday, April 13 performance. Enclosed is my remittance in the amount of ________ and a stamped return envelope.

Summary of tax statements issued by GE to employees

Here's a list of the various tax statements GE employees could receive from the company for use in preparing 1988 federal income-tax returns, along with a notation as to how they apply to GE people.

W-2: Wage and tax statement

Taxable wages and salary.

Other taxable compensation, such as tuition reimbursements and imputed income on group life insurance over $50,000.

Amount of federal income tax withheld.

W-2P: Retirement plan payments

Taxable income from GE Savings & Security Program's distributions and withdrawals.

Amount of federal income tax withheld.

1099-R: Distributions from retirement plans

Income from Employee Stock Ownership Plan (ESOP) distribution.

Amount of federal income tax withheld.

1099-DIV: Statement of dividend income

Dividend income from GE stock, including dividends reinvested through the Dividend Reinvestment Program.

Dividend income from GE S&SP Mutual Fund, including capital-gains distributions.

Dividend income from GE S&SP Long Term Interest Fund.

Amount of federal income tax withheld.

1099-B: Proceeds from sale, redemption of securities

Cash received from sale of GE common stock.

Cash from redemption of GE S&SP Mutual Fund units.

Cash from redemption of GE S&SP Long Term Interest Fund units.

Amount of federal income tax withheld.

News Briefs

GE means quality

The American consumer ranked GE first of all companies associated with high quality, according to a Gallup survey.

GE was awarded the top Gallup Survey Award from the American Society for Quality Control at a national conference in New York City. GE topped GM, Ford, IBM, Sears, AT&T, Sony, Chrysler, Procter & Gamble, and Toyota.

Bldg. 12 schedules May reunion

All former employees and associates of Bldg. 12 are invited to the FOP Club, 2025 Olladale Drive, Fort Wayne, for an evening of fun and dancing on Sat. May 6.

The cost is $10 per person payable to Carl Metker, 7320 Old Trail Road, Fort Wayne, Ind. 46809.

Include with your check, your name, address, and how many will be attending.

Reservations must be in by April 19.

Please bring any memorabilia you wish to share. A table will be provided for their display.

Bring your spouse or a friend. Guests are welcome.

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continued from page 1

said. "Material productivity has to be one of our key targets."

"The mission for this business in 1989 is to improve quality, delivery and service," Chhabra said.

"We have definitely missed some delivery promises, creating serious customer issues," Chhabra said.

GE Motors is a "sold out" business in most of our major product lines, Bussick said. With the plants operating at capacity, employees are having to deal with both heavy volume and major structural manufacturing change programs.

1989 will be no honeymoon.

The challenges for 1989 will be improved quality, shorter cycle, more reliable delivery, increased productivity, and execution of key projects – 30-frame and industrial transitions, CARE (Computer-Aided Requisition Engineering), KIMCO and DAEWOO.

Both Chhabra and Bussick said every employee will be challenged in 1989 to ensure we continue to move forward in our drive to be a viable competitive business in the global market.▨

Company changes inventory yardstick

For GE's company-wide inventory management effort, low numbers used to be good. But now, high numbers are.

It's really quite simple: GE has been measuring its inventory in terms of "days of inventory" on hand, or the number of days it would take to seal off all existing inventory. The lower the number of days on hand, the better.

Now, the company is switching to "inventory turnover." A definition of this measurement comes down to "how many times during a year can I build something and sell it?" In this case, a higher number is better because it means you are using your inventory – "turning it over" – more quickly and efficiently.

One of the reasons for the change is that inventory represents the major portion of working capital, and there is a company-wide objective to reach an annual rate of five working capital turns. In addition, the new measure is more easily and accurately calculated than the old, and because it will be done on a "rolling 12-month basis," it is a better gauge of sustained performance.

Performance improves

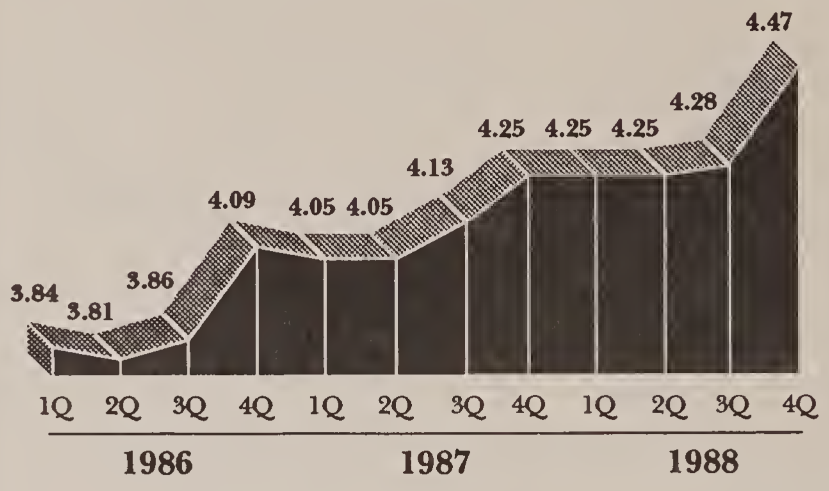
GE's inventory-turnover on a rolling 12-month basis improved from 3.84 turns at the beginning of 1986 to an estimated 4.47 turns at the end of 1988 (see chart), according to GE Inventory Council figures.

The Inventory Council is composed of representatives from 15 GE operating businesses and corporate staff components. It is spearheading the company's efforts to better manage all phases of its inventory. Inventory management is important because it is a major factor shaping the company's overall competitiveness.

Throughout 1988, the Inventory Council has been working on reducing the overall business cycle, which is the time required to develop, build, market and distribute a product.

Turnover: new inventory game

GE's inventory performance over the past three years is tracked in the graph. The trendline indicates turnover has increased from 3.84 turns at the beginning of 1986 to an estimated 4.47 by the end of 1988. Usually, a declining trendline shows favorable progress in inventory terms because inventory is being reduced. But when measuring inventory turnover, a rising trendline is better. Because turnover bears many implications for the health of a business, the more frequently you "turn" your inventory, the better it is. Recently, turnover has replaced "day's inventory" as a key measure of the company-wide inventory management program.



Ads

Building 18-3

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Name ______________________
Address ______________________ **City** ______________________
Bldg. ______________________ **Home Phone** ______________________
Signature ______________________

Ads

For sale

'83 Riviera, *V8, two-tone brown, leather interior, 627-5868 eves.*

'87 red Ford Mustang LX, *5-speed, 638-4626 eves.*

Antiques: *oak chest drawers, oak drop-leaf table, 632-4733.*

Rally wheels *for Camaro. Also, chrome traction bars, 432-6287.*

Cream love seat, *two end tables, buffet, dining room suite, 693-3642.*

Modern beige queen sofa sleeper, *in excellent condition -- $450/offer, 489-6223.*

John Deere snowmobile spitfire, *good condition -- $495, 432-2891.*

Apple II GS-512, *color monitor, fan, three drives, printer and mouse, 432-7927.*

Wanted

Lionel & American Flyer and Marks trains, *any condition, 724-8011 eves.*

Tax statements issued by GE to employees

- W-2: wage and tax statement
- W-2P: retirement plan payments
- 1099-R: distributions from retirement plans
- 1099-DIV: statement of dividend income
- 1099-B: proceeds from sale, redemption of securities

GOLD RUSH rewards GE inventors

Princeton, NJ – A patentee award program for GE inventors has been announced by Stuart A. Fisher, president and general manager of the GE/RCA Licensing Management Operation.

Called the GERLMO Gold Rush, the incentive program offers GE patent holders the chance to win American Eagle silver bullion coins, gold bullion coin plaques and even a trip to San Francisco.

"Despite the licensing success we've enjoyed, there are thousands more GE patents with enormous untapped potential," said Fisher. "And we're convinced that the Company's inventors can help us dig them out!"

A program package is being mailed to company inventors, including those in the Motor Business.

Inventors may submit entries on any patents on which their name appears. Co-inventors may submit individual or joint entries. All entries should include detailed information on how the invention could be used or is currently being used in the products or processes of other companies. Entries will be accepted until June 1 on US patents that expire after July 1.

Inventors who submit a completed entry will receive an American Eagle silver coin as an acknowledgement of their contribution. Inventors whose submissions result in a commercial licensing program or other business program will receive a laser-engraved walnut plaque that includes two American Eagle gold bullion coins.

In addition, a special "Assayer's Board" will select the top third of these winners for a grand-prize trip to San Francisco for four days, scheduled for the fall of 1989.

Patent holders who feel they may be eligible, but who haven't received the package may request one by contacting GERLMO, 2 Independence Way, P.O. Box 2023, Princeton, NJ 08540. You may also call (609) 734-9823.

continued from page 2

Sales and redemptions

If you sold some GE stock, GE S&SP Mutual Fund units, or GE S&SP Long Term Interest Fund units that were held by you outside the S&S Program, you will have received a Form 1099 - B statement. This requires you to fill out Part II of Schedule D of your tax return.

To determine the gain or loss to report on Schedule D from the stock shares or units you redeemed, you'll also need to know the tax cost value of each share or unit at the time you received it.

For stock received in an S&SP holding-period distribution, the tax cost per share was reported on your S&SP Annual Statement labeled as "tax basis per share/ unit."

For a Mutual Fund unit or a Long Term Interest Fund unit, the tax cost per unit was also reported on your S&SP Annual Statement. Alternatively, for the tax cost of a Fund unit, you may choose to use the average cost per unit as reported on your account statement from the Fund.

Start gathering information

If you haven't already done so, begin now gathering the information you'll need to complete your tax return. Put the information in a file, along with this article. Even with the help of a professional preparer, this year's tax return could take longer than you expect.

Copies of IRS forms are usually available at your local library or may be ordered from the IRS by calling the toll-free forms number, 1-800-424-3676. Expect to wait about six weeks when ordering forms from the IRS. ▨

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Ads

For Sale

***Prom dress**, royal blue, worn once, size 3, 485-5214 eves.*

***Barbee Chain lake front home**, excellent condition, 432-1167 after 7 p.m.*

***Jefferson Place Condominium**, 1-year-old, 2br, 2-bath, 432-1167 after 7 p.m.*

***Mobile home**, 14'X70', like new, 637-6612 after 3 p.m.*

***'83 Riviera,** V8, 2-tone brown, leather interior, 627-5868.*

***Twin-size springs, mattress and bed frame** -- $30, 639-3079.*

***Firewood**, 485-2002.*

For Rent

***Myrtle Beach, S.C., vacation condominium**, 2br, pools, beach, 216-526-1258.*

Wanted

***Lionel & American Flyer and Marks trains**, any condition, 724-8011 eves.*

Retired

Marjorie S. Bennett retires with 31 years of GE service. She began as a clerk in the Broadway plant, and retires from the plant's finance department. "Thanks to the union and management for the current contract, giving me the opportunity to spend time with my husband and family, particularly my grandchildren."

Daniel C. Ewing retires with 39 years of service. He began as a test engineer in building 16-3 and retires as test and controls manager. "I have enjoyed my role in the expansion and technology improvements in the GE Motors Business. I wish my associates the best, while I enjoy travel, hobbies and volunteering."

Wilbur E. Simpson retires with 22 years of service. He began as an electrician and retires as a utilities manager. "All I can say is I have enjoyed working at GE and I will live my life to its fullest during my retirement years."

Edward H. Hagadorn retires with 37 years of service. He began as a P&J operator at Taylor St. and retires as a design specialist from Specialty Transformer. "Thanks to GE's excellent pension and benefits, I'm looking forward to enjoying my hobbies, traveling, and taking one day at a time."

Ads

Building 18-3

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Bldg. ______________ **Home Phone** ______________
Signature ______________________

GE News

Fort Wayne
Volume 71, Number 9
March 2, 1989

Team works to standardize products, reduce costs

Another in a series of articles explaining the issues being addressed by Introspect teams in the GE Motor Business.

Customers demand a variety of features on their motors – anything from double flatted shafts to space heaters.

But the Product Management Team has found manufacturing variety can be substantially reduced and still meet the demands of the marketplace.

"One of our targets is to reduce the variety of parts in a motor by 50 percent, while continuing to serve the needs of at least 80 percent of the marketplace," said Greg Delaney, program manager – total cycle time.

What has happened is, market needs have changed over time so that some features are in low demand or have become obsolete.

"Our product offerings haven't evolved to reflect those changing needs," Delaney said. "We've also discovered that, over time, many slightly different features have been developed to meet the same market need. Many times, we can eliminate all but the one best design."

The Product Management Team is made up of subcommittees, each charged with evaluating one of the business's high-volume product lines, including the 39-Frame, Form T, Form R, 29-Frame and 360-Frame motors.

In addition to Delaney, **other team members include** Mike Barone, Commerical Engineering; Joe Bioty, Commercial and Industrial Sales; Andy Easton, Customer Service; John Hooker, Advanced Engineering, Kathy Laird, Systems; Dan Lambert, Appliance Engineering; Jim Spalding, Commercial and Industrial Sales; Geoff Paufve, Appliance Programs; and Mike Windell, HVAC Programs.

29-FRAME A SURPRISE

"Although we knew that improvements were needed, we were very surprised at the number of opportunities we found on product lines that we felt were already well-structured," Delaney said.

"For example, we were skeptical that we could further compress the number of features in the 29-Frame motor and still serve the customer. But after evaluating the product, the team found that they can cut by two-thirds the variety of features on that motor and still serve over 90 percent of our market needs – that really surprised us!"

SIGNIFICANT SAVINGS

By eliminating the features that are no longer marketable, the team will save significant dollars for the business. Although final numbers aren't in yet, Delaney estimated that on average, indirect costs associated with introducing a single part, range

continued
*see **INTROSPECT**, page 2*

INTERESTED IN A GE WELLNESS PROGRAM?

Read the article on page 3, then fill out and return the survey on the back of this edition.

Benefits Briefs

Pension plan deductions less

Beginning Jan. 1, the 3 percent payroll deduction you pay for the GE Pension Plan won't start until your earnings for the year reach $25,000 – up from the previous $14,000. This will result in $330 more "take home" pay for many full-time employees.

Short term disability benefits boosted

Maximum weekly benefits for short term disabilities commencing after Jan. 1 have been raised to $275 (up from $250). These benefits were formerly called Weekly Sickness and Accident Benefits.

Ads

For Sale

'75 17-ft Markturn boat with trailer -- $1,800, 837-7656 eves.

'83 Riviera, V-8, two-tone brown with leather interior, 627-5868 eves.

'84 Ford van , explorer conversion, air, cruise, tilt, AM & FM, good condition, 1-267-6044.

Prom dress, royal blue, size 3, worn once -- $80, 485-5214.

Antiques: oak drop-leaf table, oak library table, ice cream chairs, 632-4733.

'75 Rinker boat & trailer, 65HP, tri-hull, walkthru, excellent condition, 749-0159.

Antique 5-legged oak table, 2 leaves, 744-5819.

Spinet piano, good condition -- $550, 436-1140.

Wanted

Deep-v aluminum fishing boat, motor and trailer, 432-5858.

Electric roaster, working condition, 749-4992.

For Rent

N. Myrtle , SC, hi-rise condo, pools, 216-526-9408.

Ride Wanted

From Churubusco to Broadway, 8 a.m. to 4:30 p.m., 639-3885.

INTROSPECT

continued from page 1

from $20,000 to $30,000 per year. It costs the business $1,000 to $5,000 in indirect costs to maintain a part for one year.

CUSTOMER SERVICE, QUALITY IMPROVED

Besides reducing these costs, the process enables us to improve customer service and improve quality – principal business strategies.

"When you reduce variety, you also improve quality," Delaney said. "In addition, by reducing the complexity of a product line, we reduce our cycle time and are able to respond to customer needs more quickly."

SUCCESS STORY

Now that product line structuring is underway, the team plans to implement processes that will ensure that features continue to be evaluated based on customer need.

A Project Management Process, very similar to GE Appliance's Tollgate System, has been designed to do the trick.

To be implemented at the end of the second quarter, the process sets up "tollgates" at various stages of the project design. At each "tollgate," the product is evaluated.

"It prevents starting projects that have no long-term benefits. It helps conserve scarce human resources by ensuring that only projects endorsed by the entire business are worked on. It compresses the time needed to complete projects, and it makes sure the project is consistent with market demands," Delaney said.

MORE TO COME

The team also plans to pilot a Change Control Process this quarter.

The process provides for the effective communication of changes made in a product and how they impact the product, including how changes affect price.

Though the process will eventually be computerized, the team plans first to test the process on paper systems.

In addition, the team is working on systems to classify and declassify models for production, so that the long term integrity of product structures will be maintained.

Ads

Check One:

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☐ Ride Wanted
☐ Riders Wanted
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Return to Bldg. 18-3, or 1635 Broadway, PO Box 2204, Fort Wayne IN 46801

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Name ______________________________

Address ______________ **City** ______________

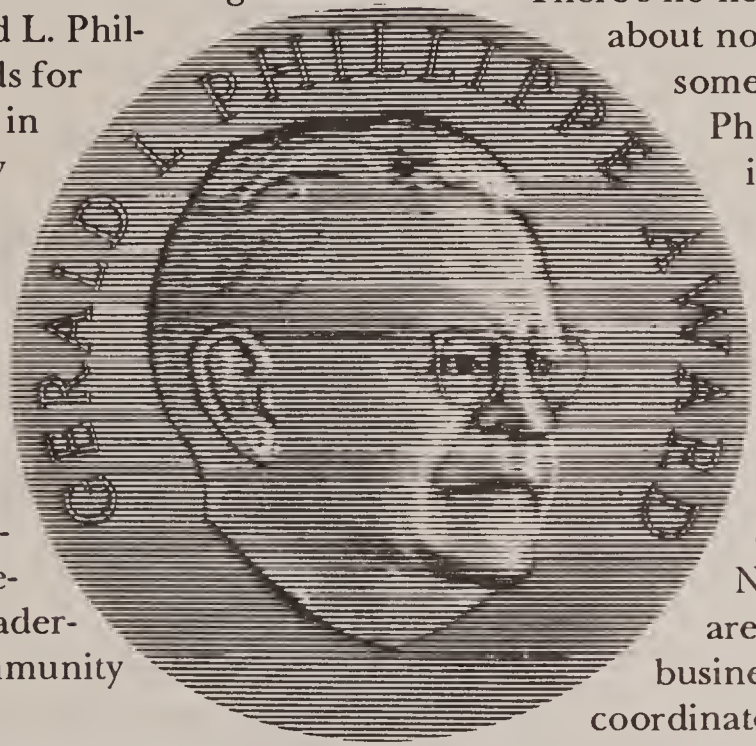
Home Phone ______________ **Bldg.** ______________

____
Signature

Phillippe nominations now being accepted

recognizes distinguished community volunteers

Throughout the company, employees use their knowledge and skills in hundreds of different ways, donating their time and talent to help people and programs that depend on the services of volunteers. Through the 1989 Gerald L. Phillippe Awards for Leadership in Community Service, all employees have a chance to see that their co-workers get the recognition they deserve for leadership in community service.



For distinguished volunteer service

The Phillippe Awards are presented to employees setting the highest standards in community volunteer service through personal leadership, innovation, and accomplishment. The awards are named for Phillippe, a former GE chairman of the board, who further distinguished himself as a leader in public service.

This year, up to 28 awards can be presented company-wide, one of which has been allocated to the Motor Business. Recipients will receive a Gerald L. Phillippe award and will be able to select a non-profit organization to receive a $1,000 grant.

Three Phillippe Award recipients who demonstrate extraordinary leadership in community service will be selected for the Corporate Awards. They will be invited to corporate headquarters for special ceremonies and gifts, and each will receive an additional $1,000 grant to be donated to an organization of his or her choice.

Nominations due April 3

There's no need to be shy about nominating someone for the Phillippe Award, including yourself. The names of nominators will not be published. Re-nominations are encouraged. Nominations are received by a business segment coordinator, and a selection committee names the winner(s) for the business or group.

Here in Fort Wayne, **nomination forms and information are available from Fred Eckart at Taylor St. He must receive all nominations by April 3.** Winners representing major businesses will be announced in early May and company-wide award recipients will be named in June.

Decatur transfers welcomed

Here's the latest list of Decatur plant employees who have transferred to Taylor St.

Matthew Frey, Shane Kelley, Brian Pinnington, Daniel Strickler, Roy Villagomez, Virginia Callow, and Tim Bollenbacher.

---

10 ways

to live a longer life

Editor's note: The following article appeared in the October/November issue of Your Health & Fitness. It has been edited here for brevity.

OK, here it is, plain, simple, and irrefutable: Your lifestyle – the way you live – has a direct effect on how well you live and how long you live. That's the firm conclusion of health experts.

They say that two-thirds of all major illnesses and premature deaths are linked to lifestyle habits: what we eat, how we exercise, how we handle stress, whether or not we smoke. Such habits are particularly related to the three major killers today: heart disease, cancer, stroke.

Says one doctor: "We have the genetic potential to live to be 100, but we destroy ourselves along the way."

There *are* things you can do at almost any age that will make you healthier, and that will increase your life expectancy. In fact, it is estimated that the risks relating to as many as seven of the 10 leading causes of death could be reduced or eliminated through commonsense changes in lifestyle.

Here are 10 positive steps you can take to outsmart the killers:

1. Don't smoke.
2. Follow a prudent diet.
3. Lower your cholesterol.
4. Check for high blood pressure (hypertension).
5. Avoid obesity.

see WELLNESS, page 4

WELLNESS SURVEY

I. I would be interested in attending free brown bag lunches on the following topics:

____ AIDS
____ Alcohol/drug abuse
____ Allergies
____ Arthritis
____ Asthma
____ Back pain prevention
____ Blood pressure control
____ Breast self-examination
____ Cancer prevention
____ Cholesterol control
____ Diabetes
____ Drinking & driving
____ Exercise – impact on health
____ First aid/CPR
____ Health issues – infants & children
____ How to use my GE medical benefits
____ How to talk to my doctor
____ Improving family communications
____ Nutrition
____ Osteoporosis
____ Planning for a healthy retirement
____ Pregnancy
____ Second hand smoking
____ Sleep disorders
____ Smoking – impact on health
____ Stress reduction
____ Traffic safety
____ Weight – impact on health
____ Weight control
____ Other (describe) ____________
____ ____________
____ ____________

II. I would be interested in attending classes to learn more about the following topics:

____ Alcohol/drugs in the family
____ Back pain prevention
____ Blood pressure control
____ Cancer prevention
____ Cholesterol control
____ Exercise – for beginners
____ Exercise – for intermediates
____ Exercise – preventing back pain
____ First aid/CPR
____ Improving family communications
____ Nutrition
____ Planning for a healthy retirement
____ How to stop smoking
____ Stress reduction
____ Weight control
____ Other (describe) ____________
____ ____________
____ ____________

III. The best time to hold classes is:

____ at lunchtime
____ before my shift starts
____ after my shift is over
____ in the evening

IV. I would be interested in serving on a Wellness Council to plan future events.

____ yes
____ no

V. I work at:

____ Broadway plant – Motors
____ Broadway plant – Transformers
____ Taylor Street plant – Aircraft
____ Taylor Street plant – Motors
____ Factory
____ Office
____ None of the above – I'm retired

Please return to Karen McManus, Bldg. 21.

VI. Name ______________________________

WELLNESS

continued from page 3

6. Exercise regularly.

7. Use alcohol in moderation.

8. Use drugs sensibly. Take medications only as directed by your physician.

9. Think safety.

10. Learn how to cope with stress.

These are 10 important steps. Taking these preventive measures can improve both your life expectancy and life quality. And best of all, you're in charge. You can do them all yourself.

Take an active role in extending, enjoying, and protecting your life. Heed these 10 ways to live a longer life and see how they help you.

GE News

Fort Wayne
Volume 71, Number 10
March 9, 1989

HVAC team optimistic they'll beat '89 OP plan

Though early projections for 1989 indicated the HVAC market was in for a flat volume year, forecasters are now being somewhat more optimistic.

"We thought that this market in 1989 was going to be a fairly flat market," said Al Kruetzman, manager – HVAC Sales Operation, during a recent review of the HVAC team's 1988 results. "However, based on new first-half projections, the market is up 12 percent versus the 1 percent we've worked into the 1989 operating plan.

"The reason for this is two-fold: Our customer base is projecting a hot summer, and the new consciousness for energy efficiency is providing a strong aftermarket base," Kruetzman said.

But though the market picture for 1989 looks brighter, 1988 was not altogether a pretty picture.

KILLER INFLATION

The overall picture for 1988: Inflation was a killer, and incremental volume, price and cost reductions didn't offset it.

For the GE Motor Business, material costs went up 15 percent in 1988, primarily due to aluminum and copper prices, which skyrocketed 50 percent in the same year.

"The material inflation quite frankly caught us by surprise, as it did most of our customer base," said Kruetzman. "The HVAC team really put its efforts into additional cost take-outs and productivity programs. But some of these savings were negatively offset by basically running all of our plants over capacity – incurring inefficiencies and extra costs."

Dick Habegger, general manager – HVAC Programs, emphasized that "the team is focusing on serving its customer base and willingly made the 1988 cost tradeoffs to ensure top service to every customer."

1989 CHALLENGES

Habegger said big savings are achievable in many key areas.

One of those areas is inventory, in which the HVAC challenge is to cut 30 percent in 1989.

"It's a big, tough target, but the team is working closely with Tom Delong's group and the plants to get the costs out," said Habegger.

"I may be overly optimistic, but I also believe that we can get 50 percent of our quality costs out in the next two years if we dedicate ourselves to the available opportunity," he said.

"In the area of customer service, the implementation of a new production planning computer system, called COPICS (Communications Oriented Production & Inventory Control System), will revolutionize our ability to provide not only a quantum improvement in the accuracy and response time in our customer feedback, but also be a key in our future to integrating our total motor business," said Habegger.

"I've only touched on a few of the opportunities, but I'm confident that

continued
see HVAC, page 2

HVAC
continued from page 1

with your continued support, we can achieve our goals," he said.

BRIGHT FUTURE

"As we look at the HVAC business for the future, we look for the business to continue on a very strong trend," said Habegger. "Not only because of the high energy efficiency trends and growing replacement market, but because we have a first-class team in place."

Although the HVAC team is based in Fort Wayne, its hermetic products are produced in Holland, Scottsville and Singapore, while Tell City, Springfield and Reynosa produce the majority of its fan motors.

New rules for S&SP Deferred Payment Account withdrawals

The Internal Revenue Service (IRS) has issued final regulations concerning "hardship" withdrawals of savings from 401(k) plans such as the Deferred Pay Account in GE's Savings & Security Program.

The IRS regulations are effective in April 1989, the same month S&SP will introduce a new loan feature. The IRS "hardship" withdrawal rules apply to all Deferred Pay Account (DPA) savings, including those made in years before 1989 and this year's savings.

According to the regulations, withdrawals from DPA savings will be permitted only to satisfy "an immediate and heavy financial need when other resources are not reasonably available to meet that need." This means that an S&SP participant must prove that he has "an immediate and heavy financial need" and must

continued
see S&SP, page 2

Happenings

Spring party

The GE Volunteer Fire Department will hold its spring party Sat., March 25 from 2 p.m. until 9 p.m. at the Southwest Conservation Club.

Elex Club notes

El Par Luncheon, Thurs. March 15, 11:30 a.m. at Club Olympia, 3501 Harris Road.

Quintus, Fri. March 17, at 1 p.m.

El Par Board meeting, March 22, 9:30 a.m. at Atz Ice Cream Shoppe, 211 E. Tillman Road.

Honorettes meeting, March 27, 1 p.m. at Salem United Church of Christ, 2401 Lake Ave.

GE News to print sports scores

GE News has begun printing sports scores and related items. Send sports information to Caroline Bermudez, GE News Editor, Bldg. 18-3. Information must be received by Monday of the week of publication.

Expanded bus service under consideration

GE is considering whether to ask the Fort Wayne Public Transportation Corporation (PTC) to expand its bus service to employees who commute between Fort Wayne and the Auburn/Garrett area.

PTC currently provides GE employees for $2, round-trip bus service between Decatur and Fort Wayne GE operations.

If enough employees are interested in expanded service, PTC busses will leave the Auburn/Garrett area, take employees to their respective GE facility, and return to Auburn/Garrett at the end of the shift. A minimum 45 people – enough to fill one bus – is needed.

Employees interested in this program should fill out the coupon accompanying this article. Employees are asked to submit the coupon only if they are reasonably certain that they would participate if the program were to be launched. The coupon is in no way binding.

√ Yes, I'm interested
in riding the bus from Auburn/Garrett to Fort Wayne GE operations.

Name(s) ________________________
GE location ________________________
GE telephone ____________
Hometown ________________

If more than one GE employee in the family is interested in riding the bus, please name each one. Clip this form and send it intra-company mail to Fred Andrews, Taylor St.

S&SP

continued from page 2

establish that he does not have other resources to meet the need.

IRS qualifying withdrawal reasons

The "immediate and heavy financial needs" that qualify for a DPA withdrawal have been specified in an amendment to S&SP. These include:

- Educational expenses for college or vocational training and educating a participant's handicapped children.
- Purchase, construction, renovation, or remodeling of the participant's primary residence.
- Medical expenses not reimbursed under a medical plan.
- Preventing eviction from or foreclosure on the participant's primary residence.
- Purchase or repair of an automobile needed by the participant or spouse to travel to work.
- Funeral expenses for an immediate family member.
- Back taxes owed by the participant or spouse.
- Reasonable and necessary living expenses following a participant's layoff.
- Long-term care of the participant's spouse or of the children or parents of the participant or the participant's spouse.
- Any other need which the IRS later identifies as "immediate and heavy."

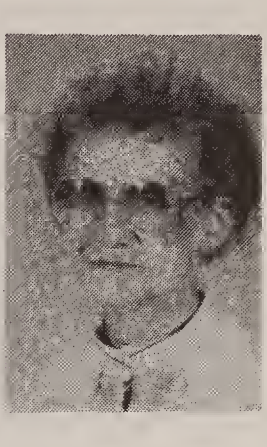
Two ways to prove financial need

Under IRS regulations, a participant who has one of the financial needs listed above must still prove that he does not have other resources to meet the need. This can be done in one of two ways.

continued
see S&SP, page 4

Retired

Paul A. Christlieb retires with more than 38 years of service. He began in gear hobbing at Broadway and retires as supervisor of graphic reproduction. "I have enjoyed working at GE and the many friends that were made over the years. I am equally glad to leave GE and begin retirement. The benefits have been great."



Doris E. Newman retires with more than 26 years of service. She began as an operator at Broadway and retires as an inspector from Taylor St. "I have enjoyed working at GE. I'll miss the friends I have made, but I'll have more time for crocheting, knitting and needlework."

Betty E. Shidler retires with 38 years of service. She began in winding at Broadway and retires as a computer surge tester at Taylor St. "GE really has been good to me. It helped me raise my family, and provided a good lifestyle. It gave me good benefits for retirement. I plan to enjoy life."

continued
*see **Retired**, page 4*

Ads

For Sale

*Two **burial lots**, Highland Park Cemetery -- $2,100 includes 2 adult vaults and memorial markers, 219-485-7756.*

***'83 Riviera**, 2-tone brown, leather interior, 627-5868.*

***'85 Chevy Cobra motorhome**, 21', class C -- $19,000, 219-856-2104.*

***Electric typewriter**, good condition, reasonable, 432-2730.*

***Silver coins**, 4 books of wheat pennies, Indian head coins and nickels, 485-2520.*

*Three-combination **draw & curtain rods**, white, 50"-80" -- $5 each, 485-2520.*

***Exercise cycle** w/ pulse monitor, like new -- $80, 456-4218.*

Wanted

***Free junk pop-up camper**, 426-2631.*

Ads

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Return to Bldg. 18-3, or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

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______________________________ **(Please print neatly)**

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the GE News. No more than 40 letters per ad. The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________
Address ______________ **City** ______________
Home Phone ______________ **Bldg.** ______________

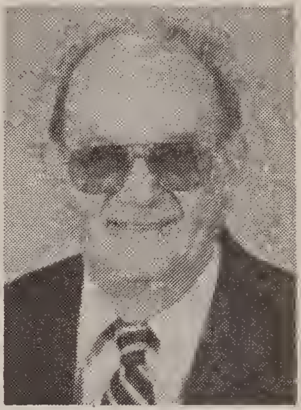
____
Signature

Retired

continued from page 3

Louise L. Reinhart retires with 46 years of GE service. She began as a coil placer and retires as a expeditor at Taylor St. "I enjoyed my years with GE. I will miss all my friends."

Clovis E. Linkous retires with more than 39 years of service. He began as a test engineer for Power Transformer, and retires as Manager – Technical Resources at Broadway. "How fortunate I have been! A great enterprise in prime time and 39 years of quality associates! Now, to write a history of GE in Fort Wayne as a retirement project."



Ernest M. Raypole retires with 47 years of service. He began at Specialty Transformer and retires as a shaftgrinder at Taylor St. "I have enjoyed my work and many friends. I plan to do some traveling, enjoy more leisure time with family and grandchildren's activities. I also plan to do some work on the house and yard."

Harold E. Wilkerson retires with more than 38 years of service. He began as an apprentice at Specialty Transformer and retires as senior manufacturing engineer in Technology. "My wife and I extend our best wishes to our many friends throughout GE, and especially at the places we've lived – DeKalb, Murfreesboro, Holland and Fort Wayne."

Phillip R. Herrick retires with more than 38 years of service. He began as a sales engineer and retires as a manufacturing engineer.

S&SP

continued from page 3

1. The participant can "certify that the financial need cannot be met through reimbursement by insurance, liquidation of assets, stopping contributions to S&SP, withdrawal of other S&SP savings, and borrowing from company plans and commercial sources; or

2. The participant can obtain all distributions and loans available under GE's plans and "suspend" all contributions to S&SP for 12 months. The maximum amount that can be saved as Deferred Pay ($7,627 for 1989) will also be reduced in the calendar year after the year of withdrawal. This reduction will be equal to the Deferred Pay contributions which the participant made in the year of withdrawal.

In addition, under limitations established by tax regulations, a participant is not permitted to withdraw the income credited on DPA savings after 1988 or the appreciation realized in the value of the Deferred Pay Account after 1988.

Certifications for DPA withdrawals are subject to verification by company representatives. The verification process will include a check of company records, such as GE Stock shares, S&SP Mutual Fund units, and Long Term Fund units, to see that there are no other resources to meet the need.

Withdrawal of other savings

Of course, after-tax savings, company matching payments, and vacation banking amounts can still be withdrawn at any time for financial need because of education expense, purchase or renovation of a primary residence, and serious personal or family emergency.

Withdrawal of after-tax savings for reason of "personal or family emergency" is not limited to the needs list for DPA withdrawals. Other "personal or family emergency" reasons could qualify.

While participants must document and prove, as before, that there is a need for the amount to be withdrawn, the "certification" or "suspension" of contributions required for Deferred Pay withdrawals does not apply.

New Loan feature starts in April

The loan feature being added to S&SP in April will offer employees a brand new way to access their savings. This feature will provide an opportunity to "borrow" funds and avoid the procedures involved in "withdrawals."

Using this innovative loan program, participants will be able to "borrow" from the following sources in S&SP accounts:

- Deferred Pay savings
- After-tax Basic and Additional savings
- Company matching payments
- Vacation banking savings

A major advantage of the loan feature is that it will give employees a way to access their savings without incurring the regular income tax and 10 percent penalty tax usually owed when a withdrawal is made.

Complete information on the new loan program will be communicated later this month.

GENERAL PERIODICALS
NON-CIRCULATING

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GE News

Fort Wayne
Volume 71, Number 11
March 16, 1989

GEM responsive to customers in '88 despite tremendous market demand

Customer service survey to be performed every six months

Giving customers the best service and quality is an ongoing challenge for the GE Motor Business.

Customer service was especially critical in 1988 when most GEM plants were operating at capacity and employees were having to deal with both unexpected heavy volume and major structural manufacturing change programs.

During that stressful period, how did our customers rate us?

According to an October 1988 Service Performance Survey, GEM was above competitors on most of the 18 items measured.

However, within the top 5 service elements that customers said was most important to them – reliability/quality, price, on-time delivery, meets

Five Most Important Service Elements to Customers

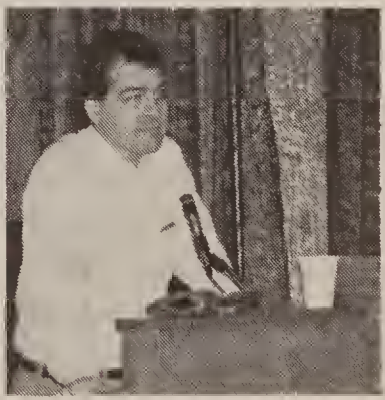
Elements	GE versus Competitors
1. Reliability/quality	even
2. Price	higher
3. On-time delivery	even
4. Meets specifications	even
5. Lead-time	longer

Cutting costs a continuing priority in 1989

Employees at the Taylor Street and Broadway plants have undergone many changes in the past year. Taylor St., especially, with the products transition from Decatur, has had its ups and downs.

During recent all-employee dinners, Plant Manager Mike Nicoletta explained the successes and failures the plants had in 1988, and what challenges lie ahead in 1989.

continued
see
NICOLETTA,
page 3



Nicoletta

specification, and lead-time – the Motor Business was at best even with its competitors. GEM scored lower on lead-time, which is longer than those of its competitors. Also, as expected, customers said GEM prices were often higher than competitors', reflecting our market price leadership position.

Another area of concern cited by customers is transaction performance, including how GEM performs on on-time deliveries, stock availability, correctness of shipments and notification of late deliveries.

Terry Gautsch, manager – Customer Service Operations, said that the survey was designed to help employees of the GE Motor Business identify areas needing improvement in customer service.

"Listening to the customer," said Gautsch, "is critical in addressing our performance." For example, it wasn't until we had our MotorLink Ambassador begin visiting distributor customers that we learned MotorLink access and usability needed improvement. GE MotorLink is a computer program provided to customers that allows them direct access into selected areas of our information data base.

The survey was mailed to 125 customer locations in the Appliance, HVAC, Commercial, Industrial and Distributor markets.

The survey is the first of a regular program that Customer Service Operations plans to conduct every six months.

The next survey will be issued to another group of 100 customers in April. A total of 300 customers, both OEM and distributor, are in the survey program.

The survey helps measure customer satisfaction and will help better identify and meet customer expectations.

Sports Talk

SOFTBALL

Attention softball league coaches and anyone interested in starting a team in the GE Softball League: meeting at GE Club Wed., March 22 at 5 p.m. Please be prompt. The meeting will be short.

VOLLEYBALL

GE's volleyball league has concluded its regular season. Here are the standings:

1. Aircraft #2, 13 wins - 1 loss, Bill Copeland.
2. Better Netters, Bill Freiburger.
3. AML, Gary LaRue.
4. Aircraft #1, Bob Hyland.
5. Aircraft #3, Mark Dabkowski.
6. Dead Morons, Eric Schneider.
7. Marketing, Kathy Baginski.
8. Slammers, Al Hamm.

Double elimination rounds began Wednesday.

January's S&SP report

Here are the prices used to credit Savings & Security Program accounts in January.

GE Stock, $45.536; S&S Mutual Fund, $30.368; US Savings Bonds, 50% of face value; Long Term Fund, $10.85; Holding Period Fund, Money Market Fund, and Short Term Fund, all $10.

Year-to-date annual income rate for the HP Fund was 9.8% for 1986, 8.8% for 1987, and 9.0% for 1988.

The year-to-date annual reinvestment income rate in January was 9.7% for the LT Fund, 9.4% for the Money Market Fund, and 9.2% for the Short Term Fund.

In Memory

Thomas F. Schlotterer, of Garrett, died Jan. 5. He was a first class stockkeeper in Specialty Transformer.

Russell C. Aker, 1660 N. Wells St., died Jan. 22. He retired from GE in 1974.

Glen V. Boatman, 8300 Maysville Road, died Feb. 28. He retired in 1964.

Raymond C. Brown, 1722 Perdue Drive, died Jan. 29. He retired in 1969.

Anna Lora Cook, of Ft. Lauderdale, Fla., died Dec. 23, 1988. She retired in 1959.

Herbert P. Doege, of St. Petersburg, Fla., died Jan. 6. He retired in 1975.

Lyle G. Dougherty, 2808 Clara Ave., died Jan 12. He retired in 1969.

Harold J. Federspiel, of Lehigh Acres, Fla., died Nov. 8, 1988. He retired in 1966.

Edna Fletcher, 1322 Stophlet St., died Jan. 4. She retired in 1951.

Willie L. Fuller, 2507 Oakwood Drive, died Feb. 18. He retired Feb. 1.

Ernest M Hanaver, of Elgin, Ill., died Nov. 28, 1988. He retired in 1974.

Walter J. Hein, 1018 Northwood Blvd., died Nov. 21, 1988. He retired in 1986.

Walter Kesler, of Willshire, Ohio, died Dec. 28, 1988. He retired in 1974.

Bernadette B. Lantz, 141 E. Leith St., died Feb. 8. She retired in 1970.

Voil F. Latourette, 1306 St. Mary's Ave., died Dec. 25, 1988. He retired in 1977.

Gertrude T. Markley, 4025 Arlington Ave., died Jan 20. She retired in 1954.

George E. Marschand, of Churubusco, died Jan 11. He retired in 1977.

NICOLETTA
continued from page 1

EXTERNAL QUALITY COSTS

"About 80-cents of every motor we produced in 1988 went into quality costs, including scrap and rework," said Nicoletta. "That's an increase over 1987. That's a poor trend.

"We're going to turn that around in 1989. Our target is to reduce quality costs by 33 percent in 1989.

"I know that's a tough challenge, but if we succeed, we'll make significant inroads in increasing our customer base."

Two of our major concerns at Taylor St. with customer service are quality and delivery.

"We must be aggressive to reverse that quickly," Nicoletta said.

SHORTEN CYCLE TIMES

"Our vision and goal for this business is to implement an 11-day manufacturing cycle," said Nicoletta. "No other company has that short a cycle. If we succeed in shortening our manufacturing cycle time to 11 days, we can capture a larger slice of the market."

Cycle time refers to the period beginning when the factory gets the order until we book the order out.

UTILITIES CONSERVATION

"We are investigating putting together an Energy Management System to regulate our energy and power consumption," said Nicoletta.

GE spends more than $5 million annually to heat and light Fort Wayne facilities alone – enough to pay the heating and lighting bills for

continued
see **PRIORITIES,**
page 4

Right: Nicoletta and the audience listen to a question from the floor.

Ads

For Sale

'84 Terry Travel Trailer, *29' awning, a/c, reese hitch, 419-258-4203.*
'77 Tioga 22' mini motor home*, sleeps 6, 419-258-4203.*
Full-size sleep sofa *w/ matching rocker, gold tones, good condition -- $75, 486-2390.*
Clothes hamper *w/ marble seat -- $35, 485-0102.*
Two-lamp table w/ brass base*, color vase, 40" tall -- $25, 426-5586.*
'78 BMW 320i*, good condition, reasonable, 744-5669.*
Two Tires *P155/80B12 Sears Superguard 35, one battery 410 CCA, rust on top, Sears 48-month, 485-8429.*
Double garage door*, solid wood, 3-yrs-old, excellent condition --$80, 489-5770.*
Mobile home*, 14'x65', 2br, 627-5872.*
'83 Riviera*, V8, two-tone brown, leather interior, 627-5868.*
GE console TV*, 25" remote & cable, cornet, men's sport coats, 484-4953.*
Singer Serger*, new -- $325, 436-2598.*
Rubber-backed drapes *w/ rod, 59"x108" -- $25, 485-8431.*
'85 Cavalier CS*, 50,100 miles, 4-cylinder, 4-door sedan, excellent condition -- $3,950, 219-493-2915.*
Building lot *in Cherochee Village, Ark., 489-6764.*
'78 Dodge motor home*, excellent condition, new tires, 744-6595.*
14-wk-old Maltese male puppy *-- $350, 489-2852.*

Ride Wanted

From ***Churubusco to Broadway****, 8am to 4:30 pm, 693-3885.*

Riders Wanted

From ***Hicksville to Fort Wayne****, 8am to 4:30/5pm, 428-2136.*

Ads

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801.

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______________________ **(Please print neatly)**

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the GE News. No more than 40 letters per ad. The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________
Address ____________ City ____________
Home Phone ____________ Bldg. ____________
____
Signature

Safety a concern in GE parking lots

It's been brought to the attention of the GE News that our parking lots are becoming hazardous for both pedestrians and motorists.

Numerous near-collisions have been reported to plant protection recently. The almost-accidents occurred during shift changes, when people are rushing to get out of the lots, and others are rushing to get in.

The problem is especially acute in the Taylor Street parking lot.

Because of the number of recent complaints, plant protection will be available to check out any potential safety hazards.

But the problem can be best controlled by everyone's efforts to be safe.

As a reminder, the GE News has listed here the company's parking rules. Follow them for your own safety and that of your fellow workers.

Guidelines for being a conscientious and safe driver in the parking lots:

- Park front-end first into a space.
- Don't park in aisles. Park in designated spaces only.
- When parking, pull into the nearest available space.
- Display your parking permit on your rear view mirror, where it is readily visible when looking in through the windshield. This helps plant protection identify the car's owner, in cases of emergency.
- Keep your speed to 15 MPH, the designated limit in all parking lots.

BULK RATE
U.S. POSTAGE
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Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

PRIORITIES

continued from page 3

about 3,000 homes.

"Cutting waste from our utilities bills will continue to be a significant project in 1989 and into 1990," Nicoletta said.

CONTINUED SAFETY AWARENESS

"From 1986 to 1988, if that line were our earnings growth, we'd be doing great," said Nicoletta, pointing to a steep curve on an overhead chart. "Unfortunately, that's the number of accidents in the plants. Reducing the number of accidents and the potential for their occurrence is a priority in 1989."

A Safety Team was established for each plant – Broadway and Taylor St. – in 1988.

TEAMWORK ESSENTIAL TO SUCCEED

To conclude, Nicoletta said the business cannot be successful in 1989 unless everyone works together and commits to the challenges ahead.

"It's a tough year that lies ahead, but I strongly believe that together, we can make it."

Bldg. 12 reunion reminder

All former employees and associates of Bldg. 12 are invited to the FOP, 2025 Olladale Drive, Fort Wayne, for an evening of fun and dancing on Sat. May 6.

Reservations must be in by April 19 to Carl Metker, 6320 Old Trail Road, Fort Wayne, Ind. The cost is $10.

For more information, flyers are available at the East Broadway Reception Center.

Retired

Margaret T. Haxby (pictured) retires with more than 15 years of service. She began as a time clerk and retires as an intra-company billing clerk.

Other retirees include Phylis E. Flanagan, Bldg. 4-1; Ross G. Holt, Area Services; George R. Wise, Finance; Donna J. Treesh, Production; Walter R. Stafford, Bldg. 6-2; William E. Jarett, Technology; Herbert H. Hayes, Taylor St.; Noah J. Guerin, Specialty Transformer; Galen A. Gillenwater, Wire Mill; Homer E. Conrad Jr., Specialty Transformer; Emmet E. Bachellor, Taylor St.; Kenneth D. Wyman, Technology; and Walter C. Mansfield, Specialty Transformer.

GENERAL PERIODICALS
NON-CIRCULATING

GE News

Fort Wayne
Volume 71, Number 12
March 23, 1989

Mr. and Mrs. Roger and Dorothy Schlegel are retiring next week. They recently talked to GE News about their combined 65 years of service and how they intend to spend retirement after...

...a lifetime with GE

If there's one thing that's certain in life, it's that things are going to change.

Dorothy and Roger Schlegel certainly knew that well.

"GE's been good to us," Dorothy said.

But everything was not always peaches and cream for the Schlegels.

Manufacturing jobs are tethered to market fluctuations, and when market demand gets low enough, people get layed off. That's what happened to Dorothy in 1949.

"Everything was going down," she said.

The economic mobilization of World War II was over. Companies began shedding capacity utilized during the war.

Dorothy was layed off for one year.

"Then all of a sudden, the Korean War began, and (volume) was back up, and I got called back," Dorothy said.

Dorothy was layed off two other times in her 42 years of GE service, "but GE's good about calling you back," she said.

Roger Schlegel was luckier – he always had a job with GE. But he, too, had to roll with the changes.

When Fort Wayne's Winter St. plant shut down, and its 180-Frame operations moved to Hendersonville, Roger had to move as well.

He went to 6-2 to make motors.

"At first, I didn't like it," said Roger, who has 23 years of GE service. "It was a change. It was an al-

continued
see **LIFETIME**, page 3

Benefits briefs

Pensions Getting Personal

A new Personal Pension Account was established for you on Jan. 1. Beginning in 1989, your pension contributions will accumulate in your own individual account, which will earn interest at an attractive rate. The rate for 1989 is 8.48 percent. Your accumulations in your Personal Pension Account can be used at retirement to provide a monthly income in addition to the pension provided by company funds. Or the money can be left in the account to continue earning interest, similar to an IRA (Individual Retirement Account).

Pension Plan Deductions Less

Beginning Jan. 1, the 3 percent payroll deduction you pay for the GE Pension Plan won't start until your earnings for the year reach $25,000 – up from the previous $14,000. This will result in $330 more "take-home" pay for many full-time employees.

Decatur transfers welcomed

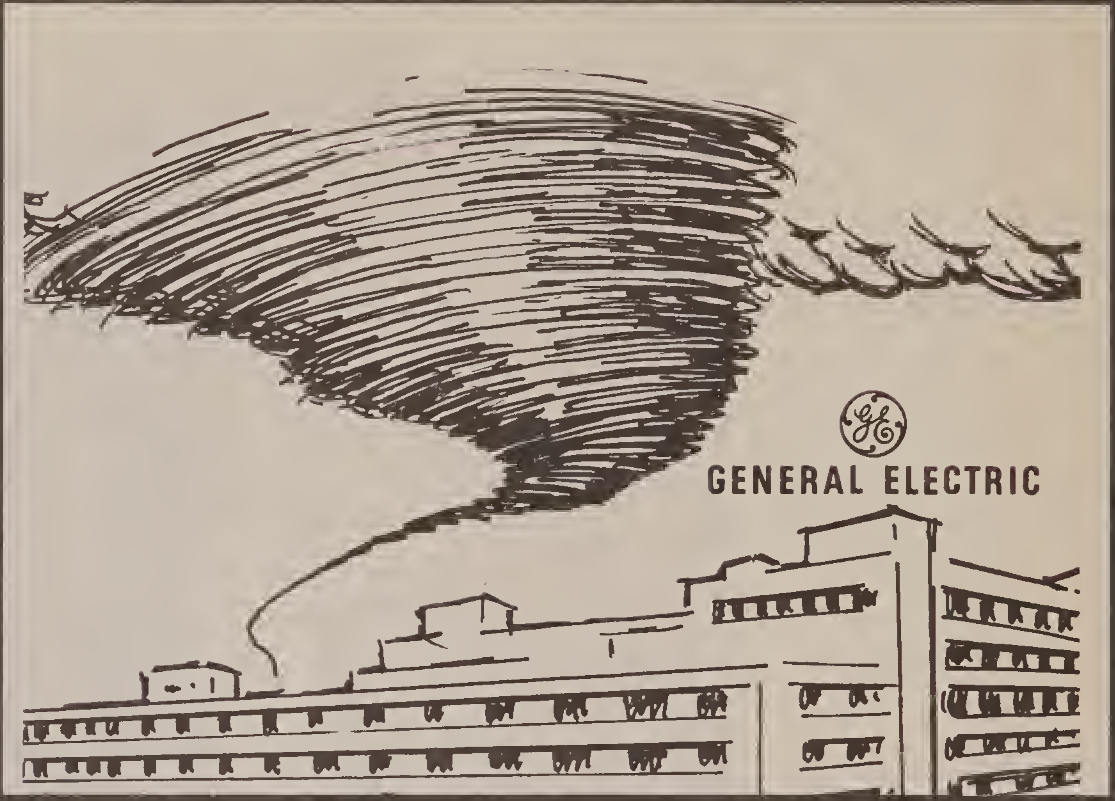
Here's the latest list of employees transferring to Fort Wayne:

Dorothy W. Bransteter, Rhonda M. Miller, David L. Adams, Edward J. Cornejo, Wayne H. Kirchner, Judy K. Lee, Carmy E. McKean, Robert Romero, all transferring to Taylor St.

Also, Joan M. Ogg, Specialty Transformer, and Doyle H. Werling, Bldg. 4-1.

In season: tornadoes

-- drills to come



Tornado season is upon us, and it's time to review the tornado emergency procedures.

If during a tornado warning, the situation should deteriorate to a condition that presents a clear and imminent danger to our operations and/or the citizens of Fort Wayne, GE will sound the "Take Cover" siren – a single blast lasting five minutes – at both plant locations.

In the event a "Take Cover" signal is sounded, the following actions should be taken by all employees.

1. All employees should seek cover if they are outside either by entering a building or by lying down in a low or protected area outside.

2. Do not seek cover in or between vehicles or next to windows, doors, elevators, stairwells or near high-hazard equipment or processes.

When the danger has passed, an "All Clear" signal shall be sounded – a single blast of the sirens lasting thirty seconds.

The tornado emergency sirens will be tested every first Monday of each month at noon.

Ross Houser, of Plant Protection, said he will begin this year implementing annual tornado drills. The first is scheduled for early April. Future drills will be unannounced.

"People think that because they're in buildings of brick, they're safe," said Houser. "But tornadoes don't discriminate between brick and wood. Tornadoes are killers, and we all need to be aware of the emergency procedures should a tornado hit."

Following are the definitions for a tornado "watch" and "warning."

Watch

A tornado watch is issued by the National Weather Service

continued
see **TORNADOES**, page 4

LIFETIME

continued from page 1

together different set-up. I had to learn something new. "

But it didn't take Roger more than a couple of weeks to get used to his new assignment.

"I knew I just had to do it (get used to it). That was my job," he said.

Roger and Dorothy said they've enjoyed work, and have worked hard.

"People appreciate the good money they're getting, but when it comes to the work, some don't want to do it," Roger said. " I think I owe GE something.

"I was the one who asked for the job, and I was the one hired in. I think I should do what they hired me for, and I've always done that," he said.

On April 1, the Schlegels will retire – Roger from motor assembly at Broadway, and Dorothy from winding at Specialty Transformer.

"When I started in winding, there were 48 winders. For the last five years, I've been the only one," Dorothy said.

Despite all the ups and downs, the Schlegels said they wouldn't do anything different if they could do it all over again.

"GE's been good to us," said Dorothy.

And as they think about their upcoming retirement, smiles light their faces.

"We're definitely prepared for retirement. We feel financially secure going in, Dorothy said.

"We just want to enjoy it," Roger said.

"We're thinking about living in Florida, at least part of the year," said Dorothy. "We're also thinking about going to Alaska.

Ads

For Sale

'85 El Camino, loaded *-- will trade for '88 4-dr auto, 219-485-8546.*

Antiques*: Oak drop leaf table, oak library table, 632-4733.*

Garage door*, 7'x9', solid wood, like new, best offer, 489-5770.*

Full mattress*, never used -- $50, 432-0430 after 5 p.m.*

10 pcs. clear glass*, 71"x42 3/4", double strength, 485-1637.*

Breezeway water bed*, w/ heater and frame, sheets, used twice, best offer, 622-7413.*

Two tires*, size 14 P135-75, new BF Goodrich -- $80, 493-2080 after 4 p.m.*

'80 Mustang Hatchback*, 4-cyl, 4-spd, reear defrost, 638-4538.*

Bedroom set*, dbl bed, vanity, dresser, good condition, 693-2962.*

12' camper*, all aluminum, nice for 3 or 4, excellent condition, 623-3763.*

'79 Cougar XR7*, rear-defog, cassette player, a/c, good condition -- $1,400, 447-0677.*

7hp power riding mower *w/ 32" deck and snowblade, lights, good condition, 622-7413.*

'85 Continental*, excellent, 37,000 miles -- $12,900, 1-248-8137.*

'76 Dodge Aspen*, 70,000 miles, runs excellent -- $550, 357-5367.*

'84 Honda Accord LX*, loaded, 32,000 miles, excellent condition, 486-6320.*

Danish modern family room*: settee, 2 chairs, corner table, lamp -- $150/set, 745-0047 after 6 p.m.*

'83 Riviera*, V8, 2-tone brown, leather interior, 627-5868.*

'85 Cavalier CS*, 50,100 miles, 4-cyl, 4-dr sedan, excellent condition -- $3,950, 493-2915.*

Wanted

Exercise bike*, good condition, 693-3175.*

Gutters to clean*, 747-5531.*

35HP boat motor, throttle and tank, reasonable, 426-2631.

For Rent

Large 1 or 2br apt.*, furnished or unfurnished, utilities -- $200/mo., 747-4066.*

Myrtle Beach, SC vacation condo*, furnished, 2br, pools, beach, 216-526-1258.*

2br house*, 2-car garage, in Waterloo, Ind., 837-7665.*

Ads

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

Please print neatly. Limit 40 letters.

____

____

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the GE News. No more than 40 characters per ad (use format above). The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ____________________

Address ________________ **City** ____________

Bldg. ____________ **Home Phone** ____________

Signature ________________

Serving consumers

GE Answer Center receives 15-millionth call

Two days before Christmas, a consumer called the GE Answer Center at Appliance Park in Louisville requesting information on a GE product. It was the 15-millionth call since the Answer Center's opening on June 29, 1981.

The Answer Center, which is reached by calling 1-800-626-2000, was organized to provide consumers with information and answers to questions they need on GE consumer products. On the average, GE Answer Center representatives handle more than 10,000 calls per day, 60,000 calls per week. In 1988, the total was three million.

Since the Center's beginning, calls have increased from 2,000 to the present 60,000 per week. Knowledge of the Center's service has spread by word of mouth as well as in consumer product advertising. It has been a big factor in establishing GE's reputation for consumer orientation.

Ahead of competitors

It is pointed out that the Center's size and technology is far ahead of that of competitors. It includes $1 million in state-of-the-art equipment to feed calls to experts in the subject of a question, as well as to a computer database with answers to more than 750,000 questions that have been asked previously. If an answering representative receives a call that cannot be answered by the database on the computer, it is forwarded to the research center where an answer is obtained in 48 hours.

GE Appliance management underscores the fact that the Center's impact has had a significant effect on brand loyalty and sales. In addition, it has become a model for service operators in industry and government.

A modest proposal

Phillippe Awards deadline approaches

Don't be shy about nominating yourself for a Phillippe Award. Your favorite charity could get a $1,000 grant from GE. And don't be slow, either – nominations close soon. Contact Fred Eckart at Taylor St. for full details. He must receive all nominations by April 3.

HAPPY EASTER!

TORNADOES

from page 2

Storm Center, Kansas City. A watch is normally not good for more than six hours and is issued for a large area when atmospheric conditions are such that tornadoes or other severe weather could result.

Warning

A tornado warning is issued by the National Weather Service at Fort Wayne's Baer Field, and can be effective for an indeterminate period. A warning will be issued if weather conditions deteriorate to a situation where it is extremely possible for a tornado to occur in a given area. It will also be issued if a tornado is spotted and confirmed by a law enforcement agency.

Bldg. 12 reunion reminder!

Reservations for the May 6 event must be in by April 19 to Carl Metker, 6320 Old Trail Road, Fort Wayne Ind. The cost is $10.

For more information, pick up a flyer at the East Broadway Reception Center.

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GENERAL PERIODICALS
NON-CIRCULATING

GE News

March 30, 1989

Understanding the economy helps workers understand their jobs

Headlines on the business page are always a little more threatening than those on the other sections of the newspaper – and more confusing. "Dollar falls against the Yen" sounds bad, but is it? What's bad news for one business may be good news for another.

For example, higher interest rates are bad news for the housing industry, but good news for banking. Understanding the economy, how it works, why it reacts to various events and where it's going can be complicated. But as an employee in a highly competitive motors business, you owe it to yourself to have a handle on some of the basic economic factors that affect GEM's business and your livelihood.

If you feel that trying to understand economics is like trying to comprehend Einstein's theory of relativity, you're not alone. A recent test of high school juniors and seniors found a surprisingly low level of knowledge about basic economic principles:

continued
*see **BUSINESS**, page 4*

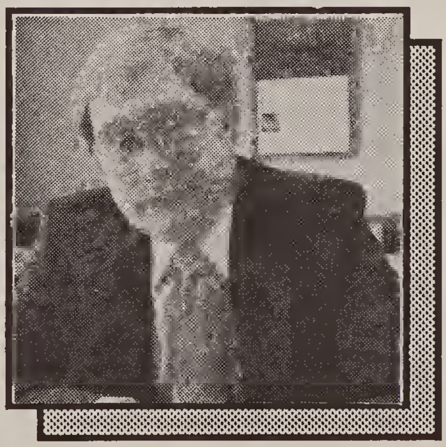
What do you watch for in the business news and why?

Darlene Baker, Customer Service Specialist – Distribution

I look for competition information, any new ideas or new ways of selling our motors. When you're at this end – customer service – you have to know what's going on or you can't do your job effectively.

Kathy Black, Armature Winding

I like to read about what our competitors are doing. I think we also need to know how GE is doing. It helps us do a better job and be more effective.



Jim Zehner, Area Services Administrator

I look for scrap prices in the trade journals, and try to get an overall view of what's happening in the business world from the Wall Street Journal. Everything they talk about in the headlines impacts the Motor Business – housing starts, interest rates, etc.

Nancy Stiverson, Battery Truck Placer

I'm interested in learning more about our foreign competition. I'd like to see more American people buy more American products to support American jobs. I read some business news, but I'm sure that sometimes I don't get the whole picture.

New loan program makes S&SP more attractive

If a bank offered you 50 cents for every dollar you put in a savings account, how long would it take for you to sign up?

In a sense, that's exactly what the GE Savings & Security Program offers new participants, because up to 6 percent of employee contributions receive a 50 percent matching contribution from GE. That means if you contributed $100 per month, with the $50 GE matching payment, you'd have $150 deposited in your account.

Sounds like a good deal. So why doesn't everybody participate?

Some employees say it's because they want easier access to their savings. If you're one of them, this is a good time to reconsider signing up for S&SP. That's because a new loan feature – called the S&SP ReadiLoan program – takes effect April 3 and will give participants a new way to access their savings – including Deferred Pay.

Until now, S&SP participants could only access their savings through annual distributions and withdrawals. And, new tax rules restrict withdrawals from Deferred Pay. With the new ReadiLoan program, S&SP particpants can borrow from $500 to $50,000 from their account for any reason. And there will be no income taxes on the money that is borrowed.

How it works

The GE Loan Center will provide S&SP participants loan information through a special automated telephone system that can be called, toll-free, from 6 a.m. to 12 p.m. Eastern time. In addition, loan specialists will be available to answer loan questions during normal busines hours. The toll-free phone number is 1-800-432-4313.

The amount you can borrow depends upon your account balance:

Account Balance	Maximum Loan
Under $10,000	**The full accountbalance**
$10,000 – $20,000	**Up to $10,000**
Over $20,000	**50% of the account balance can be borrowed, up to a maximum loan of $50,000**

After-tax savings invested in US Savings Bonds and income earned after 1988 on your Deferred Pay Account cannot be borrowed.

Easy repayment

Loans are repaid, with interest, in equal payments over the term of the loan. Payments are made through payroll deductions. The principal and interest you pay on the loan are both added back to your account. The loan interest rate is based on the interest rate earned by the S&SP Short Term Fund.

You can take up to 10 years to repay a loan for the purchase of a primary residence. For all other loans, you can choose a repayment schedule lasting from one to five years. In addition, you can repay the remaining loan principal prior to the end of the loan's term without penalty. Only one loan can be outstanding at any time.

Through ReadiLoan, you can borrow from your S&SP account for any reason. The funds for your loan come from the liquidation of securities in your account. Loan repayments are made through payroll deductions. Payments – including interest – are deposited in your account and invested in the S&SP investments elected on your then-current payroll deduction form.

If you fail to make a loan repayment for 90 days because of financial hardship, the loan balance will be cancelled and treated as a taxable withdrawal. If you terminate your employment with GE during the repayment period, you can either repay the principal amount of the loan in full without penalty, or you can accept a taxable distribution for the loan balance.

Homer Jennings, Manager – Benefits, says he believes the addition of the ReadiLoan program makes participation in the S&SP program more attractive for all employees.

"Many employees have said they want easier access to their savings without the taxes that result from a withdrawal. The ReadiLoan program offers them that tax-free, easy access," Jennings said.

More information coming

According to Jennings, employees will receive an information package about S&SP and the new ReadiLoan program at their homes.

"The ReadiLoan program is a major improvement in S&SP. Even though the government considers S&SP a 'retirement' program, the new ReadiLoan feature means employees can obtain needed funds before they retire without paying income taxes," Jennings said.

Employees who would like to become new participants in the S&SP plan can do so at any time by filling out an enrollment form, available at their employee relations or personnel accounting office.

Easy-to-use system

S&SP loans just a phone call away

The GE Loan Center features a special telephone system that you can call, toll-free, from 6 a.m. to midnight Eastern time. This system is similar to a bank automated teller machine (ATM)...except it talks! The system has been designed to make it easy for you to use, but if you should need additional assistance, you will be able to speak with Loan Center specialists during normal business hours (9 a.m. to 5 p.m. Eastern time).

Step 1 – When you call the GE Loan Center at 1-800-432-4313 from a touch-tone telephone, the system will ask you to identify yourself by entering your social security number and birthdate using the push buttons on your phone. (If you are not calling from a touch-tone telephone, you should call during normal business hours so the call can be taken by a loan specialist, rather than the automated system).

Step 2 – You will then be asked if you want to request a loan or inquire about an outstanding loan balance.

Step 3 – If you select a loan request, you will be told how much you can borrow and what interest rate you'd pay.

Step 4 – You then choose the amount of the loan, and the length of the repayment schedule. For personal loans, you can select a repayment period from one to five years; for the purchase of a principal residence, you can choose up to 10 years.

Step 5 – The system will then tell you what your monthly payment will be and ask if you want to take the loan.

Step 6 – If you tell the system you want the loan, a promissory note, disclosure statement, and spousal consent form will be mailed to your home within ten working days.

Step 7 – After you sign and return copies of the documents, you will receive a check within 30 days and payroll deductions will begin in the second month after the check is sent.

Elex notes

April 1 – 30: 500 Club drive for 1989/1990.
April 3: Partizan Board meeting, 11:30 a.m. at Alexander's.
April 10: Elex Supper – $5.25. Broadway Show Tunes 4:45 p.m., GE Club.
April 12: Pen El meeting, 11:30 a.m., Bethany Presbyterian Church.
April 18: Partizan regular meeting.
April 21: Quintus meeting, 1 p.m., Shawnee Library.
April 29: Churchill Downs day trip. Tickets still available through Cindy Slater, 434-5118.

May is the month for the Elex membership drive. Please note that any employee who has vested rights is eligible to join.

Anyone wishing to volunteer their time and serve as an officer should submit their name or other nominees to the Elex office ASAP.

Sports Talk

Softball

Softball meeting Wednesday, April 5, at GE Club promptly at 5 p.m. All team managers are requested to attend.

Ads

For Sale

***Garage sale**, Ludwig Park, May 19 – 20, 489-3710.*
***18' Starcraft Boat**, 70 hp OB, trailer and extras – $2,400, 488-2484.*
***'81 Ford Futura**, very low mileage, PS, PB, air, 6-cyl, gold color, 638-4191.*
***Walker**, like new, adj. ht., bronze-colored, folds flat, lt. wght., aluminum – $45, 638-4191.*
***'85 Cavalier**, 50,100 mi., 4-cyl, 4dr sedan, ex. cond. – $3,950, 219-493-2915.*
***Kelvinator a/c**, 11,500 BTUs, used 5 mos. – $250, 483-5139.*
***Roto tiller**, Sears, 4hp, runs good – $175, 447-4066.*

Wanted

*To play for **softball team** in GE league, 484-6569.*

For Rent

***Beach condo**, hi-rise, N. Myrtle, SC, pools, 216-526-9408.*

Ads

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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______________________________ **(Please print neatly)**

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________
Address ______________ **City** ______________
Home Phone ______________ **Bldg.** ______________

____
Signature

BUSINESS

from page 1

☞ only one third knew that profits were revenues minus costs.

☞ less than half knew the correct cause of government budget deficits.

☞ more than 60 percent chose the wrong definition of gross national product (GNP).

In *USA Today*, Paul Volker, former chairman of the Federal Reserve Board, said that in today's global marketplace, "a basic understanding of our economic system is important if this country is to be effective."

What about your economic IQ? Try answering the questions below (some of which were taken from the Test of Economic Literacy, given to the juniors and seniors) and see how you rate.

1. **Of the following, which is the most general cause of low individual incomes in the US?**

a. lack of valuable productive services to sell

b. discrimination against non-union workers

c. discrimination against union workers

2. **When home mortgage rates rise from 10 percent to 10.5 percent, what's the likely impact?**

a. a rise in the inflation rate

b. a slowdown in housing starts

c. more investment in the stock market

d. all of the above

3. **In the motor industry, productivity**

a. controls costs

b. improves competitiveness

c. enhances job security

d. all of the above

4. **In 1932 it took a wage earner 245 hours to purchase a washing machine, 340 hours for an electric range, and 673 hours for a refrigerator. How many hours did it take for those same products, 50 years later, in 1982?**

a. 102, 107, and 197

b. 78, 81 and 125

c. 52, 53 and 81

5. **The price of a product is likely to be increased by**

a. addition of new equipment

b. decrease in the demand for motors

c. unexpected high demand and low inventories

d. all of the above

6. **Of the following items which accounts for the largest payout of GEM's sales revenues?**

a. wages and salaries

b. cost of material

c. taxes

d. benefits

7. **Which of the following usually would reduce consumer spending?**

a. a decline in consumer incomes

b. a reduction in personal income taxes

c. an expectation that prices will soon rise

d. increased government payments to individuals

8. **If the unemployment level drops from 5 percent to 4.5 percent, the most likely result would be:**

a. reduction in the government's trade deficit

b. increase in the demand for major appliances

c. decrease in the savings rate by individuals

d. increase in car dealers' inventory levels

9. **The health of GEM depends on**

a. productivity growth

b. labor/management cooperation

c. making quality products

d. all of the above

Did you pass?

Answers

1. a 2. b 3. d
4. c 5. c 6. b
7. a 8. b 9. d

Ratings

0 – 2 correct: But you're great in geography, right?

3 – 5 correct: Don't let your kids see this.

6 – 8 correct: *Wall Street Journal* subscriber.

9 correct: Washington needs you *now.*

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GE News

Competitor *stretches* to up market share

"Higher profile" necessary to compete

GE Motor Business competitor Lincoln Electric Co. is expanding its operations. The investment is a significant move for the company, which has a reputation for being a strong low-cost player in some niches of the motor market.

The traditionally publicity-shy company plans to construct a new world headquarters in Euclid, Ohio, has launched a new product line, and upped its advertising campaign designed to increase its market share, a move GEM and several of its competitors are using to remain strong in the market.

"We're becoming very market-driven," said Lincoln President Donald F. Hastings in the March 30 edition of the Cleveland Plain Dealer. Hastings said the company needs a higher profile if it is to expand and compete with foreign manufacturers.

> *While Lincoln does not compete across our marketplace like our major competitor and low-cost leader, Emerson Electric Co., Lincoln is good in the niches in which it chooses to compete... This particular niche is one in which GE Motors hopes to grow its share.*
> **Bill Green, Distributor Sales Manager**

Lincoln hopes its new product line, the Signature Series, will help it double its output in a fiercely competitive motors market.

Lincoln's line competes with GEM's 56-Frame and KIMCO. These are general purpose motors that range from 1/2 HP to 50 HP and drive pumps, fans and compressors.

"These motors are the heart of our business," said Bill Green, Distributor Sales Manager. "This particular niche is also one in which GE Motors hopes to grow its share."

Lincoln plans to spend an additional $500,000 this year to advertise the motors, according to the newspaper article. The company spent $2.6 million last year on all its advertising, the article said.

"For their market share, that's a significant amount to spend on promoting one product line," saidGreen.

Lincoln's move is also significant because the company tends to price its motors below its competitors'. That means GEM must work harder to reduce its costs and improve its quality to keep ahead.

"While Lincoln does not compete across our marketplace like our major competitor and low-cost leader, Emerson Electric Co.," Green cautioned, "Lincoln is good in the niches in which it chooses to compete."

The firm's sales grew 28 percent last year to $570 million, It plans $33 million in capital spending this year and the addition of 125 workers, according to the newspaper.

Other Major Competitors

Emerson
Baldor
MagneTek/Century
Reliance
Marathon

Look for more about our competitors in future editions of the GE News.

Elex entertains bosses...

These snapshots were taken during Elex's recent Bosses' Day dinners. Over 400 attended. The Elex Club is a non-profit, GE-sponsored social and philanthropic organization with more than 1,500 members.

Workshops help people cope with *stress*

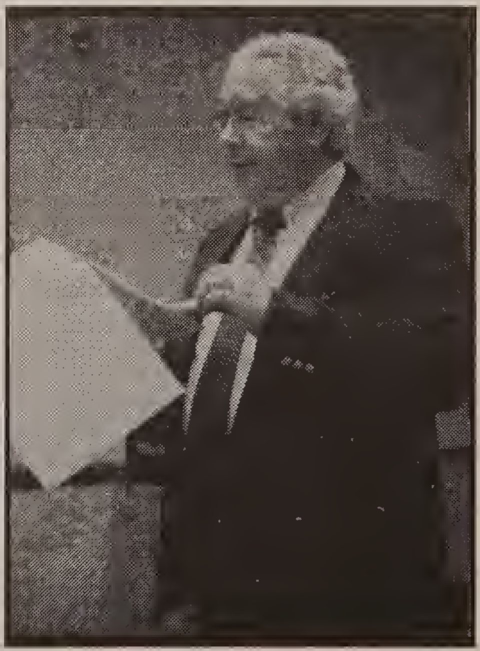
"We both have high-pressure jobs," said Jan Perry, who works on prototypes in Bldg. 26-4. "Obviously, we're stressed."

Perry's co-worker, Shelby Johnson said, " I came to check out the workshop, to see if I'm overstressed."

The stress management workshops being held this month help people evaluate their stress levels and offer helpful hints for coping with stressful situations.

The two-day workshops consist of two sessions, one half-hour session per day. Employees should plan to attend both days of the workshop. The schedule follows:

Jan Perry and Shelby Johnson (above photo) listen to Dag Arnold (right photo), of the Employee Assistance Program, explain the causes and effects of stress.



Tues. and Thurs. April 18th and 20th in Bldg. 18-1 conference room: one half-hour session beginning at noon.

Mon. and Wed., April 17th and 19th in the Taylor Street Training Center: four half-hour sessions (choose one), at 7:15 a.m., 11 a.m., noon and 2:45 p.m.

Ads

For Sale

Video Camera, portable VCR, accessories, 485-4039.

2 end tables, good cond – $35 ea., 484-4827.

Lg. house, 2-car garage, near GE, 638-4179 eves.

Kitchen cabinets, upper, lower and countertop, built-in oven, stove top, ss dbl sink – all $1,000/offer, 447-3660.

GE refrigerator, 20 yrs old, ex cond – $150, 447-3660.

Carpet w/ pad, 90 sq yd, beige – $2/sq yd, 486-4111.

2-comp wh kit sink & 8-ft counter top to fit, 456-4278.

Sears battery, 48-month, 410 CCA, posts on top, 485-8429.

'87 Jeep Camanche, ex cond, silver, lo miles, 637-5690.

Garage door, 7x16 ft, solid wood, make offer have it, 489-5770.

Exercise bike, speedometer & timer, good cond, 456-3307.

Antique drop leaf table, old doors & bricks, 744-6615.

'78 Pinto, 6cyl, body good, needs engine, many new parts – muffler, starter, etc., 432-1442 after 6 pm.

Maytag washer & gas dryer, both good cond – $200/pr, 456-2024.

Queen goose down comforter, blue, never used, 424-7474.

'78 NY Chrysler, 4dr, full power, 46K mi, like new – $4,500/offer, 426-2322.

'85 Cavalier CS, 50,200 mi, 4cyl, 4dr sedan, ex cond – $3,950, 219-493-2915.

'67 Dodge cornet, good cond, less 50K mi, dark blu – $1,500, 484-1477.

Wedding dress, sz 9/10, long train, long slvs, w/ veil – $100, 625-4369.

Electric GE dryer, new, tan, push-button, 447-2226.

White prom dress, sz 6, floor length, strapless, ruffles, 625-4369.

'82 Ford Granada, 4dr, 1 owner, clean – $2,500, 485-7756.

Exercise bike, br. orange lounge chair – $45 each, 482-8918.

'83 Riviera, V8; used carpet/pad, rust tweed, 627-5868.

Storm door, 36x80, black alum, full view style, 493-2743.

'84 Reliant wagon, 74K mi, clean, 36" hood fan, 639-3695.

'83 Olds 98 Regency, 64K mi, loaded – $5,800, 432-5035.

'77 Pontiac LeMans, ex cond, classic car, reduced to $1,595, 1-691-3626.

GE 40-channel CB & tower antenna; used storm door & windows, 485-8661.

GE self-cleaning stove, avocado color – $60, 749-8445.

'87 Jeep truck, low mi, ex cond, 637-5690.

2 matching flexsteel loveseats, ex cond, 483-4862.

'80 Triumph TR7 conv, showroom cond, classic, $6,000, 485-7811.

'77 Camaro, red, ex cond, – $2,495, 432-2891 after 6 pm.

House, by owner, 3br, northeast, 483-0930.

'84 Buick LeSabre Lmtd, loaded, 48,500 mi, ex cond, 432-9103.

'83 Trans-aire Chev Van, fine cond, gold/browns, 489-5450.

Prom dress, royal blue, sz 3, worn once – $80, 485-5214.

Hospital bed & mattress, good cond, walker, tray, other accessories, 426-8689.

4 tires, on S10 rims, good cond, p195/75/14, 447-3666.

'57 Encyclopedias, set of 30 vols – $30, 447-6247.

'78 Honda gold wing, full dress motorcycle – $900, 219-724-3098.

3750W 240/110V domestic generator for motor home – $700, 219-724-9582.

6 alum storm windows, 28W x 48L(adj to 46 3/4), 483-8706 before 8 p.m.

'78 Honda Hawk, 5K mi, mint cond – $500 firm, 432-5858.

800 beer cans, all dif't – make offer, 483-2925.

'77 VW Scirocco, new tires, battery and brakes, runs good – $1,500/offer, 745-3824.

Wanted

Stain Stl prop for Merc 1000 OB motor, extra weights, wet suit (lg), punching bag, 489-3844.

Dishes for everyday use, svc for 8, reasonable, floral pattern, 432-3836.

For Rent

Myrtle Beach, SC vac condo, 2br, pools beach, 216-526-1258.

Adams lakefront cottage: fish, ski, swim, 854-4019 or 854-2667.

Ride Wanted

To Taylor St 8-5 from Dupont-Clinton NE, 484-7482.

In Memory

Kermit T. McCoy, of Churubusco, died Jan. 21. He retired in 1973.

Delores B. McDevitt, 6813 Hunterdon Cove, died Jan. 15. She retired in 1970.

Mabel M. Miller, 4223 Thorton Drive, died Feb. 19. She retired in 1968.

Hildegard M. Nix, 4303 Sherman Blvd., died March 4. She retired in 1976.

Norma H. Poehler, 2827 Northgate Blvd., died Jan. 24. She retired in 1971.

Ned Riesen, of Berne, died Dec. 25, 1988. He retired in 1986.

Ads

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
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Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

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Name ______________________________

Address ____________________ **City** ____________

Bldg. ____________ **Home Phone** ____________

Signature ____________________

Secretaries tell their bosses "We want *Work Out*!"

The secretaries of GEM Vice President Steve O'Brien and his staff recently cleared their desks and told their bosses how to get unnecessary work out of their daily routines.

Tasks were eliminated if they did not add value to the business and if they coincided with three priorities of Work Out as identified by O'Brien:

- Shorten cycle time: reduce the cycle time for everything we do; delivery of product, responding to customer inquiries, hiring employees, returning phone calls, etc.
- Stamp out bureaucracy: liberate employees from outdated and unnecessary tasks; old rituals such as timecards, lengthy reports no one needs and no one knows why they exist, fewer and shorter meetings, and fewer checks and balances.
- Empowerment: More delegation downward; urge managers to loosen control and encourage people to challenge non-value-added actions of their managers.

Below are snapshots from Tuesday's session.

Look for more on WORK OUT in future editions of the GE News.

GE TV commercials debut

GE's newest TV commercials are now being aired under the corporate theme "We Bring Good Things to Life."

As in the past, these commercials have been developed to communicate the diversity of the company's business areas. "The products and services, the innovations and technological advancements featured in these new commercials," said Barbara J. Parsky, manager for corporate advertising, "are those that contribute in some important way to people's lives."

GE's Senographe breast cancer detection system and GE's Answer Center are featureed.

The new commercials will be shown on Sunday morning news shows and sports programs throughout this year. Two more new spots will debut next month.

Sports Talk

Softball

Meeting Wednesday, April 19, at GE Club promptly at 5 p.m. All team managers are requested to attend.

Golf

1989 Spring Golf Tournament 4-Person Scramble scheduled for May 20, 8 a.m. at Brookwood Golf Course. One cart reserved per team. Additional carts may be reserved by request. Contact your league manager or Jeff Coffee, ext. 4808, for entry forms. Deadline is May 12.

Happenings

Bldg. 12 reunion reminder! RSVP by April 19 for party at FOP Club, 2025 Olladale Drive on May 6. Cost is $10/person payable to Carl Metker, 7320 Old Trail Road, Fort Wayne, Ind. 46809. Additional information available at East Broadway Reception Center.

February's S&SP Report

Here are the prices used to credit Savings & Security Program accounts in February.

GE stock, $46.757; S&S Mutual Fund, $31.401; US Savings Bonds, 50% of face value; Long Term Fund, $10.823; Holding Period Fund, Money Market Fund, and Short Term Fund, all $10.

Year-to-date annual income rate for the HP Fund was 10.0% for 1986, 9.0% for 1987, and 9.4% for 1988.

The year-to-date annual reinvestment income rate in February was 9.8% for the LT Fund, 9.5% for the Money Market Fund,, and 9.4% for the Short Term Fund.

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GE News

Apr. 20, 1989

Larry Bossidy discusses Globalization, Work Out with employees

Editor's note: Larry Bossidy (center photo), GE vice chairman and executive officer, visited Fort Wayne last week. During his stay, Bossidy, and a group of employees got together to discuss issues via a 90-minute employee exchange. Following are some questions and answers from that round table discussion.

Q: Work Out is a new process that Corporate Headquarters has introduced, and many of us don't fully understand the concept. Could you elaborate on Work Out?

Bossidy: There's a recognition that a lot of the businesses are downsizing. But there's a misperception that if we eliminate the people, we also eliminate the work associated with the reduction in employees. This has not happened, and consequently, people are a lot less fulfilled in their jobs today than we'd like them to be. Work Out is often viewed skeptically as just another way to take out people. It isn't that at all. Work Out is a way to identify the things that we do that are probably superfluous to the business today, and get rid of them. It is a new initiative. It isn't something that's going to occur overnight. But we are going to be relentless to see that Work Out takes place.

Q: Does Work Out mean that employees will be working fewer hours?

Bossidy: I don't know what the right number of hours is. They

continued
*see **BOSSIDY**, page 4*

Do you know what to do in a medical emergency?

Being prepared saves lives.

Plant Emergency Numbers

Broadway 3311
Taylor Street 4333

Do you know what to do if a fellow worker suddenly collapses from a heart attack or stroke? What should you do if you find someone choking?

These types of life-threatening situations take people by surprise, because fortunately, they don't occur often. But when medical emergencies do occur, do you know what to do?

Following is the company's guidelines for handling such situations. Learning them and using them could save a life.

1. **Immediately call one of the plant emergency numbers listed in the box to the right.** This connects you with an emergency phone at either of the west guard gates. All plant protection personnel are trained to handle these emergencies. They will ask you for your name, the extension from where you are calling, what the emergency is, and the location of the emergency. **DO NOT hang up until the guard tells you to.** The guard must have enough information to direct an ambulance to the scene. The paramedics will also want to know the condition of the victim. The guard also needs your name and from where you're calling so that he may reach you should the line get disconnected.

2. The guard will notify one of the roving fire inspectors, all of whom are CPR-trained. (All plant protection personnel are CPR-trained.)The guard will also call 911 and have them dispatch an ambulance. The fire inspector is notified first, because he will undoubtedly beat the ambulance to the scene.

Up to this point, everything happens almost simultaneously.

Seconds are critical in these types of emergencies.

3. The victim should be made as comfortable as possible. **DO NOT move the victim.** Moving a victim could cause more damage. **The hardest part is waiting for help to arrive, but try to remain calm. Cool heads must prevail in emergency situations.**

Hopefully, you'll never have to use the information listed here. But knowing what to do in an emergency is imperative. Being prepared never hurt anyone – being unprepared has.

Emergency numbers are posted in some areas. They can also be found on the backs of new employee identification badges and on the cover of phone books. Some phones have affixed to them stickers with the emergency numbers. If your phone does not have a sticker and you would like one, contact Ross Houser, Plant Protection, ext. 2376.

Cut along dotted line to right and save or post for future reference.

BOSSIDY

continued from page 1

differ by week. But it's important to have a balanced life. If your whole life is your job, then you're missing out on some things.

Q: On the subject of COPICS (Communications Oriented Production & Inventory Control System), we've invested a lot of money on the computer system we have today, and now we're going to spend a lot of money going to IBM. But we're not enhancing the functionality of the process we have today. I find that a little conflicting with Work Out. How do you reconcile this?

Bossidy: The idea is to try to develop a common order-ship-bill system throughout all the plants in a way that adds value. With COPICS, information can be immediately shared with all the plants. We don't have that capability now. COPICS gives us more flexibility and helps us be more responsive to our customers. I'm surprised to hear you say that it won't add value. We think it's the best inventory management system today.

Q: If we look at the company's restructuring – delayering as Act I, and Work Out as Act II – is there an Act III?

Bossidy: Growth and globalization. GE has to be a worldwide company. We're not going to decide what we're going to do in the year 2000, because we have to wait and see what the world tells us we have to do. But we know right now that if we want to be a player in the year 2000, we have to be worldwide players. I don't know how we're going to survive if we're not global, because we'll be competing with global companies. And if we're not careful, they'll dump the prices here and take the profits elsewhere. The industry is consolidating. Europe is consolidating very quickly. We have to be global to compete. In that regard, I like what we're doing with KIMCO, and I like the DAEWOO joint venture. We only have 14 businesses that have the potential to be the best. Motors is one of them.

Participants in the discussion included: from Manufacturing – Scott Ernst, Michelle Pierce, Ron Kroemer, Rich Wilson and Reed Grant; from Engineering/Operations – Dan Lambert, Jeanette McLean and Marguerite Hoddy; from Sales – Philippe Jeoffroy, Gene Sible, Mike Carney and Mike Murray; from Information Systems – Crystal Snowe and Steve Hambrock; from Finance – Steve Anastasio and Korky Drum; from Programs – Greg Delaney; from Relations – Dee Hoffman; and from Appliance Control – Mark Sommers and Tom Doyle.

Personal Financial Planning
with the new
GE Employee Benefits
and new
Income Tax Laws

Topics to be discussed:

- Getting the most out of your retirement account – before and after retirement.
- Tax breaks for the wary.
- How in the world to invest in the world
- Where to borrow – personal loans, equity loans, and the S&SP
- A+ and other grades of life insurance
- Education planning without the S&SP
- And more...

Presented by
Kenneth P. Schmidt, JD
Chartered Financial Consultant

Dates and times:
Thursday, May 18, 7 p.m. to 9 p.m.
Tuesday, May 23, 1 p.m. to 3 p.m.
Tuesday, May 23, 7 p.m. to 9 p.m.

Place: Second Floor Auditorium, One Summit Square, Downtown Fort Wayne.

Reservations required: Call Financial Planning Services at 426-2222, 8 a.m. to 4:30 p.m., weekdays.

Happenings

Winter Street reunion scheduled

This is an advanced notice of the Winter Street reunion to be held Saturday, Sept. 23, at Post 47 on St. Joe Road. Cocktails begin at 6 p.m., dinner at 7 p.m. A band is scheduled to play at 9 p.m. More details to come.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Call
Employee Assistance Program EAP Dag Arnold
EAP Counselor

Telephone
In plant: Ext. 3671
Outside: 428-3671

EMPLOYEE ASSISTANCE PROGRAM

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Sports Talk

Volleyball

On the last night of play in the Men's league, Bill Copeland's *Aircraft* #2 team received their first loss of the double elimination tournament when they were beaten by Bill Freiburger's *Better Netters* 15-13 and 15-10. But *Aircraft* #2 came back in the last match to beat the *Better Netters* 15-13 and 15-9 and win the tournament.

Ads

For Sale

'80 Triumph TR7 conv, *showroom cond, classic – $6,000, 485-7811.*

New 35HP MRC air-cooled engine *– $200, 219-724-9582.*

Golf Clubs *– 8 irons, 2 woods, bag and cart – $60, 456-4218.*

'81 Ford Futura*, Florida car, PS, PB, AC, 23K mi, no rust, 638-4191.*

'77 Camaro*, red, ex cond –$2,495, 432-2891 after 6 pm.*

'79 Cougar XR-7*, 2dr, cassette, AC, rear defogger, 76K mi – $1,400, 447-0677.*

'77 Corvette*, T-roof, 45K mi, customized, ex cond, 447-0656 after 6 pm or weekends.*

Full-size bedframe*, bookcase, headboard & foot end – $40, 489-3755.*

'84 GMC S-15*, 4W drive, ex cond, need to sell, 834-7938.*

'85 Redman mobile home*, ex cond, many extras, call for appt, 447-9802.*

'77-350 GMC 22' Jamboree mini-mtrhome*, pwr str, cru ctrl, 50K mi –$6,950, 447-1939.*

Child's swing set*, 5 yrs old – $25, 747-5111.*

Wheels*, stab bars, and front springs for '70 Firebird, 432-2350.*

4 burial lots*, Covington Memorial Gardens, Garden of Apostles – $800, 219-436-2346.*

Shakespeare Trolling motor *model 606, 12lb thrust – $25, 486-3849.*

Avocado Frigidaire stove*, double oven, self-clean – $150, off-white curio cabinet –$100, Dexeral dk wood corner cabinet – $250, 456-8412.*

Corner lot*, NE 1 1/4 acre on Popp Road, good location –$12,500, buyer assume septic system, 485-7848.*

Prom Dress*, sz 12 by Loralie, royal blue satin & white lace, full length gown, looks brand new –$99, originally $250, 672-3668.*

5ft, 2-man McCullough chain saw *–$250, 219-724-9582.*

Wanted

Lionel & American Flyer and Marks Trains*, any cond, 219-724-8011 after 5 pm.*

Ads

Check One:
- ☐ For Sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free
- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

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Name
Address **City**
Bldg. **Home Phone**
Signature

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GE News

Fort Wayne
Volume 71, Number 17
April 27, 1989

GE's People – the Power that Brings Things to Life

Jack Welch gives new meaning to the "power that brings things to life." The power, according to Welch, is contained in the people of GE, and unleashing that power is what will make its businesses soar.

> *The idea of liberation and empowerment for our work force is not enlightenment – it's a competitive necessity.*
> ***–Jack Welch, GE Chairman and CEO***

Welch, GE's chairman and CEO, recently explained in an article for Fortune magazine, how he envisions the path to success for GE, a company that has rechanneled and refocused its energy to become a commanding player in each of its 14 businesses.

Included among those changes was a major restructuring of the company's portfolio of businesses – downsizing it from about 100 to 14.

"We cut and ran from the ones that didn't have a chance of becoming No. 1. In televisions, we were tied for No. 4, and we were almost a whipping boy... We haven't got a business like that today. They're all producing either cash or earnings, and everybody who's still here has a role," Welch said.

He restructured GE through layoffs, attrition, and the sale of businesses to make it a sharper and more nimble competitor. He bought companies worth $16 billion, notably RCA and investment banker Kidder Peabody. He sold operations worth $9 billion – coal mines and computer chips, and lines like TV sets and toaster ovens that once seemed GE's heart and soul," wrote the magazine.

Welch's 6 Rules

- *Face realtiy as it is, not as it was or as you wish it were.*
- *Be candid with everyone.*
- *Don't manage, lead.*
- *Change before you have to.*
- *If you don't have a competitive advantage, don't compete.*
- *Control you own destiny, or someone else will.*

Though the actions Welch took to transform GE were sometimes

continued
*see **WELCH**, page 4*

GERLMO GOLD RUSH applications due June 1

There's still time to stake your claim in the GERLMO Gold Rush. Submissions need to be in Princeton no later than June 1.

The Gold Rush program offers GE and RCA patent holders in specified technological areas (Lighting, Motors and ED&C) the chance to win silver and gold bullion coins plus a trip with their spouse to San Francisco, all for helping to identify commercial licensing opportunities on their patents.

Would-be prospectors may submit entries on GE patents on which their name appears (co-inventors may submit individual or joint entries) that expire after July 1, 1989. Entries should include detailed information on how their invention could be used or is currently being used in the products or processes of other companies. A complete Gold Rush entry package has been mailed to inventors in selected GE businesses. GE patent holders who feel they may be eligible but who did not receive the package may request one by contacting GERLMO, 2 Independence Way, PO Box 2023, Princeton, NJ 08540, or calling (609) 734-9823 or 8*254-9823.

Bob Rogers completes apprenticeship

Bob Rogers graduated from the Power House Apprentice Program.

The program requires 6,000 hours of on-the-job training.

Graduates must possess a working knowledge of utilities in all buildings at Broadway and Taylor Street.

Photo: Bob Rogers (second from left) accepts the apprenticeship plaque from (left to right) Tom Jones, Jim Zehner, Dick Huhn, Mike Bultemeier and Fred Andrews.

Freedom from Smoking classes offered

Studies show that nine out of 10 smokers say they would quit if they could find a way that works. The American Lung Association devoted four years of research and testing to develop the most effective ways to help smokers quit. The result is the "Freedom from Smoking" program.

The American Lung Association is offering free orientation sessions to GE employees at the times and locations shown below. You may attend the orientation class without obligation. If the program sounds good to you, you can sign up for classes which will meet for one hour, once a week, for seven weeks. The cost is $50 per person. Class times and locations will be announced based on the level of interest.

Employees who successfully quit smoking for six months will receive a $25 refund.

Remember, there is no charge or obligation for attending the orientation meeting (schedule below). Attend the orientation nearest your work location.

Locations:	**Bldg 26-2 Conf Rm**	**Bldg 18-1 Conf Rm**	**Taylor St Cafeteria**	**ACSD Training Ctr**
Dates:	Wed, 5/3	Wed, 5/3	Thurs, 5/4	Thurs, 5/4
Times:			7:15 – 7:45	
	11:36 – 12:06	11:00 – 11:30	11:00 – 11:30	11:00 – 11:30
	noon – 12:36	noon – 12:30	noon – 12:30	noon – 12:30
			2:45 – 3:15	

Ads

For Sale

'84 Buick LeSabre Lmtd, loaded, 48,500 mi, ex cond, 432-9103.
Full-sz bed frame w/ bookcase headboard & foot end – $40, 489-3755.
Necci sewing machine, blonde cabinet, many extras – $85, 483-3858.
'77 Midas motor home, ex cond, 747-6607.
'78 Honda Hawk, 5K mi, mint cond – $500 firm, 432-5858.
'85 Cavalier CS, AM/ FM, air, cruise, new tires, extra clean – $3,700/ offer, 219-493-2915.
'87 Chevy Spectrum, must sell, 436-3387.
Riding lawn mower, 25" cut, 5hp Briggs straton motor, like new, 447-4344.
35' 5th wheel camper on 60'x60x lake lot, full hook-up, 484-2888.
Moving sale, sofa & chair, like new, other items, 483-0930.
Sleeper sofa & rocker, good cond, 219-432-1167 after 8 pm.
'86 Olds Ciera Brougham, 4dr, brown, PB, PS, tilt, cruise, el wds, neat, 219-724-4581.
'77 Camaro, red, ex cond – $2,495, 432-2891 after 6 pm.
'76 Impala, 26,500 original miles, air, auto – $1,995, 432-0731.
'77 Harley-Davidson Sportster, like new, 484-5943.
'76 Fiat X19, needs some body work, 56K mi – $1,600, 745-7145.

Wanted

Air conditioner, approx 11K BTU, good one, 432-3305.

For Rent

Large SW 1BR, also 2BR – $200/mo and $250/mo, with utilities; SE 2BR bsmt, fenced yard – $200/mo, 747-4066.

To Trade

'85 El Camino (A+) for '88 4dr auto (A+), 219-485-8546.

Elex Calendar

April 26 – El Par Board Meeting, Richards Restaurant, Paulding Road at 9 a.m.

May 5 – Quintus Board, 9:30 a.m. at Hall's Guesthouse.
May 8 – "Mother & Daughter Banquet," GE Club, 4:45 p.m. Cost: $5.25 members, $6.25 guests. Northeast School of Dance will perform. Deadline is April 28. Call Elex office, 428-3240 for reservations.
10 – Pen El Board meeting, noon at Atz, Tillman Road.
16 – Reverse painting on glass class, GE Club
17 – El Par Luncheon, 11:30 a.m. at Country Buffet, Southtown Mall.
19 – Quintus Installation, 11:30 a.m. at Hall's Guesthouse.
22 – Honorettes Installation of Officers, Salem United Church on Lake Ave., at noon.
24 – El Par Board meeting, 9 a.m. at Atz, Tillman Road.

Ads

Check One:

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Name ____________________
Address ____________________ City ____________________
Bldg. ____________________ Home Phone ____________________
Signature ____________________

Sports Talk

TABLE TENNIS

Rick Tatman defeated Linda Wiley in the finals of the GE CLub singles handicap table tennis tournament last week to earn his second award for the year. Winners at the end of the season were:

Top season team: Frank Avila, Rick Tatman; Doubles tournament winners: Sy Shah, Elmer Moses; Singles Tournament winners: Rick Tatman.

The GE Club will have open table tennis play 5 p.m. to 6 p.m. Tuesdays and Thursdays through May. All employees and pensioners are invited. A wide range of skill levels play in the league. Come and try it out.

GOLF

1989 Spring Golf Tournament 4-Person Scramble scheduled for May 20, 8 a.m. at Brookwood Golf Course. One cart reserved per team. Additional carts may be reserved by request. Contact your league manager or Jeff Coffee, ext. 4808, for entry forms. Deadline is May 12.

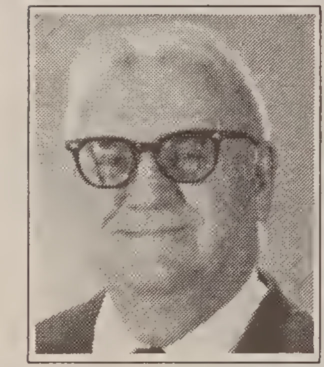
News Briefs

Financial Seminar Reminder

An informational seminar on the new GE employee benefits is being sponsored by Financial Planning Services. Presentations on new benefits, new tax laws, and new ideas for personal finance and investments will be presented Thursday, May 18 from 7 p.m. to 9 p.m., and twice on Tuesday, May 23, from 1 p.m. to 3 p.m. and 7 p.m. to 9 p.m. The seminars will be held in the second floor auditorium of One Summit Square, downtown Fort Wayne. All GE employees, spouses and guests are invited, but seating is limited. Call for reservations at 426-2222, between 8 a.m. and 4:30 p.m. weekdays.

Retired

Leo C. Rademaker, 3331 Sun Valley, retires with 43 years of GE service. He began as a test engineer in Louisville, Ky., and retires as a senior product engineer in Specialty Transformer. "I have always enjoyed my work at GE, but am looking forward to having more time for golf, traveling, hunting, fishing and enjoying my grandchildren."



James S. Moore, 625 E. Pleasant Court Road, retires with 25 years of service. He began in production for the motor generator department and retires as a tool grinder in building 4-1. "I have enjoyed working at GE all these years, but now I will follow the sun and will soon move to Florida."

Richard H. Koop, 1236 Fairfield Ave., retires with 42 years of service. He began as a drafting trainee at Winter Street and retires as a customer service supervisor in Specialty Transformer. "The 42 years have gone by very rapidly. The friendship and companionship have been more than rewarding; along with the benefits of the company."

WELCH

continued from page 1

harsh, those actions are proving to fit into a plan that will "strengthen the enterprise and make its remaining employees more secure," the magazine reported.

We're trying to unleash people to be self-confident, and so to take on more responsibility... if we let our people flourish and grow, if we use the best ideas they come up with, then we have the chance to win. – Welch

The first half of the plan – creating a leaner, more agile company through restructuring – is mostly behind him. Now Welch has turned to phase II – igniting productivity.

Welch believes completely in one's ability to control his own destiny. He says that if you don't, someone else will. GE's destiny rests inevitably in its employees hands. But accumulating throughout the decades of GE's existence, bureaucracy – "the cramping artifacts that pile up in the dusty attics of century-old companies" – has finally taken over, and people don't have as much control as they used to, according to Welch.

"A remarkably resilient organism, the bureaucracy continues to resist change. Many managers who survived the purges have kept the old ways alive, by attempting to do all the work once accomplished by many more people," according to the article.

To combat this tendency, Welch is instituting throughout the company an elaborate program designed to wring unnecessary work out of the system. It's called Work Out.

The program is important, because even tiny changes in productivity have phenomenal effects on profits. One percentage point increase in productivity translates into $300 million of pretax income for GE.

Although GE's productivity growth has improved from 1or 2 percent in the early 1980's to 4.5 percent last year, that's still shy of Welch's 6 percent goal.

One percentage point increase in productivity translates into $300 million of pretax income for GE.

"Future gains will depend on the voluntary behavior of people," the article said.

"We're trying to unleash people to be self-confident, and so to take on more responsibility," said Welch.

"If we let our people flourish and grow, if we use the best ideas they come up with, then we have the chance to win. The idea of liberation and empowerment for our workforce is not enlightenment – it's a competitive necessity."

GENERAL PERIODICALS
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GE News

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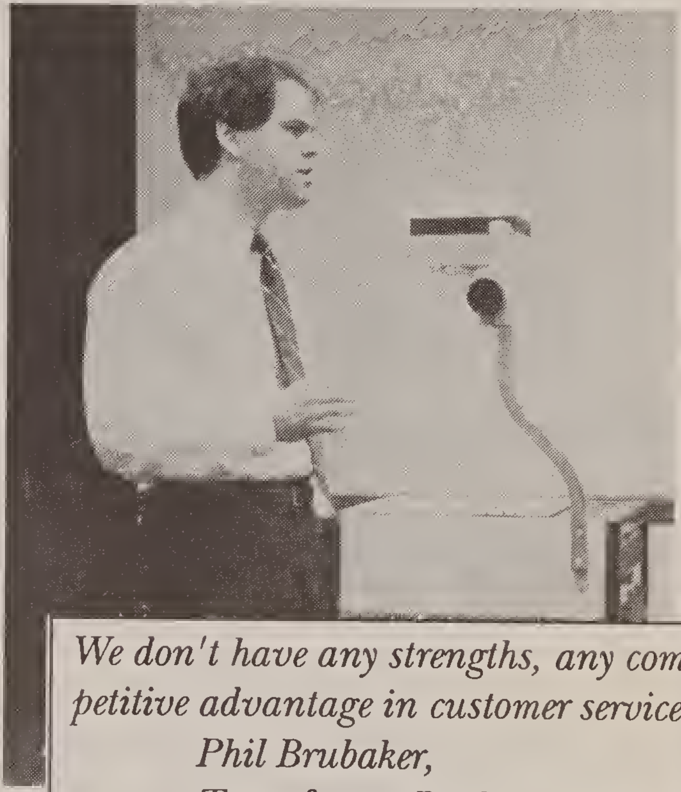
Fort Wayne
Volume 71, Number 18
May 4, 1989

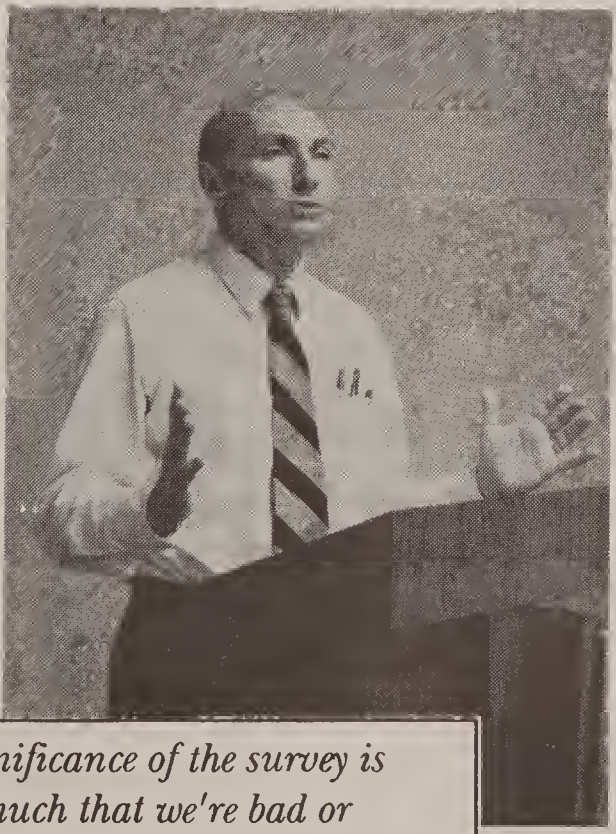
Transformer aims to deliver better service to distributors

GE Specialty Transformer may still lead its competitors in overall market share, but that's more momentum than anything else, Phil Brubaker, Transformer Product Manager, told employees recently.

Competitors outrank GE in several important elements of customer service, according to a study completed last month. At best, Transformer is an average performer in customer service among its competitors. On six key elements of customer priorities, Transformer didn't satisfy more than half of its customers.



We don't have any strengths, any competitive advantage in customer service.
Phil Brubaker,
Transformer Product Manager



The significance of the survey is not so much that we're bad or worse than our competitors, but that there's a lot of leverage available to us.
Dan Lovinger,
Manager – Operations

"We don't have any strengths, any competitive advantage in customer service," Brubaker said. "And recent trends show that we're declining while our competitors are growing stronger in service."

Although GE Transformer remains the overall market share leader, it has lost market share in the last four to five years.

Transformer's best bet for staying on top: improve delivery.

Distributors who participated in the study ranked prompt delivery as their number one priority. Brubaker said the study is particularly important as distributors are becoming more important to manufacturers.

"The distributor really owns his customers," Brubaker said.

The study identified five specific areas in which Transformer has an opportunity to make significant gains. Reaching the targets specified

continued
*see **TRANSFORMER**, page 4*

Use Dial Comm when calling long-distance

Last month, our long-distance telephone bill was 184 pages. Last year, GEM Fort Wayne paid $1.3 million for 6 million minutes of long distance. That's one expensive bill.

Although telephones are necessities, GEM needs to be wiser users to help keep costs down.

One of the easiest ways to do that is for everyone to switch to Dial Comm.

"We're not telling people to keep from using the phones, but we want everyone to use them more wisely," said Jim Zehner, Area Services Administrator. "For example, if everyone would use Dial Comm every time they made a long-distance call, we'd save about $180,000 on our yearly long distance bill. That's without reducing our usage."

Dial Comm offers the least expensive rate no matter what time you call or how far. Also, GE doesn't pay federal excise tax on Dial Comm charges, but they do on AT&T and GTE long distance service.

The more GEM uses Dial Comm, the lower the rate. For example, in 1986 GE Motors' rate on Dial Comm was 35.2 cents per minute. But because GEM's a bigger user today than in 1986, our rate is only 22 cents per minute. Zehner said he hopes to be under 20 cents by year-end.

March's S&SP Repo

Here are the prices used to credit Savings & Security Program accounts in March.

GE Stock, $44.989; S&S Mutual Fund, $31.476; US Savings Bonds, 50 percent of face valu Long Term Fund, $10.749; Holding Period Fund, Money Market Fund, and Short Term Fund, all $10.

Year-to-date annual reinvestment income rate in March wa 9.9 percent for the LT Fund, 9. percent for the Money Market Fund, and 9.7 percent for the Short Term Fund.

Nominations open for **Steinmetz Awards** honoring engineers, scientists

A call for nominations for GE's coveted Steinmetz Awards honoring company engineers or scientists who have made outstanding contributions to GE and to society has been issued jointly by Dr. Walter L. Robb, senior vice president for Corporate Research and Development, and the office of the vice president for Corporate Engineering and Manufacturing.

Each of the up to six winners from around the company will receive GE stock and a silver medal from Jack Welch, chairman and CEO. The winners' names also will be inscribed on a plaque that hangs at corporate headquarters in Fairfield, Conn.

In addition, GE will make a $10,000 contribution in each winner's name to the college of his or her choice for the furtherance of education in engineering or science.

Granted every two years

The awards were created in 1973 in honor of Charles P. Steinmetz, the GE electrical engineer who achieved fame as the mathematical genius of the early electrical industry. They are granted every two years to GE men and women who have distinguished themselves through unusual achievements. Counting these six, there have been 67 Steinmetz Award winners since the competition was begun.

All GE engineers and scientists (excepting those in corporate staff components) are eligible for Steinmetz Awards. Nominees may work in manufacturing or service, as well as in engineering. Criteria for selection include individual achievement over a sustained period in product and process development, manufacturing, engineering or service product ity, or cost and quality improve ment.

Although managers of techr cal work may qualify for the awards, they will be judged on the basis of their individual en neering or scientific contributions, rather than managemen skills. An employee may receiv only one Steinmetz Award in h or her careers.

Where to submit nominations

Nominations, which should run no longer than two pages, should be sent **by or before Ju 16 to Mike Jefferies (Bldg. 18-** the selection committee representative for GE Motors. The awards will be made in Septem ber at corporate headquarters.

In Memory

Mary E. Secrist, of Sarasota, Fla., died Dec. 22, 1988. She retired in 1961.
Olive C. Smith, 2440 Fairfield Ave., Apt. 104, died Dec. 27, 1988. She retired in 1963.
Julian Howard Stark, of Sarasota, Fla., died Feb. 28. He retired in 1961.
Norbert A. Suelzer, 3116 Whitegate Drive, died Jan. 7. He retired in 1972.
Lora Summers, 12101 Lima Road, died Feb. 19. She retired in 1972.
Clare Tedford, of Markle, died Jan. 4. She retired in 1962.
Theodore H. Witte, of Decatur, Ind., died Dec. 30, 1988. He retired in 1968.
Robert F. Schmeling, 130 E. Taber St., died Jan. 8. He retired in 1975.
Mabel R. Schaaf, of Ligonier, died Jan. 6. She retired in 1959.
James M. Savio, 702 Riverside Ave., died Dec. 29, 1988. He retired in 1986.

Ads

For Sale

***Maple drop-leaf table**, 4 chairs & hutch, ex cond – $500, 854-3007.*
***4-wheel all-steel trailer**, 5'x10'x'24" – $650, 219-724-9582.*
***Nice country home** & 1.79 acre bldg site, will contractm 485-6047.*
***Full-size bed frame**, bookcase, headboard & foot end – $40, 489-3755.*
***'64 F85 Oldsmobile transport vehicle** – $900, 219-724-9582.*
***Whirlpool frostfree refrigerator** – $125, 485-7325.*
***2 end tables**, ex cond – $35/each, 484-4827.*
***'78 Chrysler**, ex cond, low miles, garaged, 426-2322.*
***Kitchen set** – table, 4 chairs – $35, 747-5111.*
***Queen waterbed**, all bedding & accessories, 637-1610.*
***'38 Plymouth P2**, runs goods, resotrable – $650, 219-724-9582.*
***3 burial lots**, Green Memorial Park Cemetery, Fort Wayne, 219-351-3688.*
***'77 Pontiac LeMans**, 4dr, ex cond, great 2nd family car – $1,495, 691-3626.*
***Yogi Bear lot 90 at Pierston**, Tree, Electric, 219-586-2058.*
***Water softener**, 24K grain, 2-tank model, like new – $150, 724-9617.*
***Bedroom suite**, 4-drawer chest, nightstand – $150, 749-9320.*
***'85 Somerset Regal**, 42K miles, PS, air, cruise, tilt, clean in & out – $5,200, 486-7834.*
***1000W, 110V Sears portable generator** – $140, 219-724-9582.*
***Lakefront cottage**, High Lake, 2 lots, 12ft fiberglass boat – $24,000, 854-3906.*
***Electric GE dryer**, new, tan, push button, 447-4385.*

Wanted

***4-wheel-drive**, older model, good cond, 747-3683.*
***Housecleaning job** – reasonable rates, 747-6546.*
***Lionel & American Flyer and Marks trains**, any condition, 219-724-8011 after 5 pm.*
***Wet suit**, speed punch bag, extra weights, stainless steel prop for Merc 100 HP OB motor, 489-3844.*

For Rent

***Mobile home lot**, small park, prefer 12 or 14 x 60, 672-2869.*

Ads

Check One:
☐ For Sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

Limit 40 letters please ______________________

____

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________
Address ______________________ City ______________________
Bldg. ______________________ Home Phone ______________________
Signature ______________________

Benefits Briefs

STD benefits help when you're hurt

If you are unable to work because of total disability due to an accident or illness, GE Short Term Disability Benefits (STD) are there to help. The plan pays 60 percent of your straight-time earnings for up to 26 weeks to a recently increased maximum of $275 per week.

STD benefits typically begin on the eighth day of total disability; however, there are two instances in which STD benefits are payable on the first day of disability. The first is when you are hospitalized as an inpatient. The second is if you have same-day surgery in an approved ambulatory surgical facility for a procedure that, if performed in a hospital, would require an overnight stay.

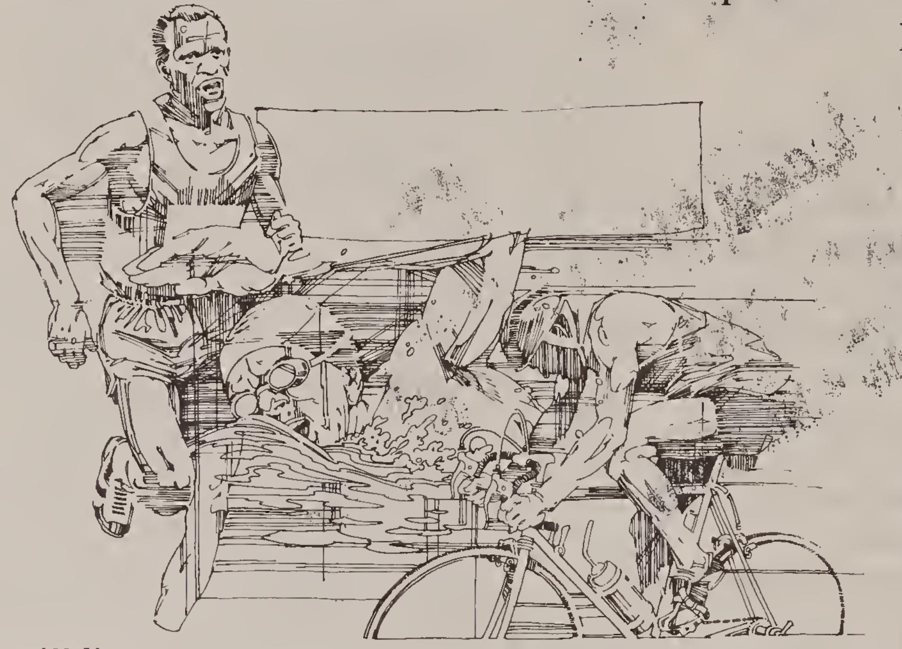
The decision to waive the waiting period for surgery in an ambulatory surgical center is made by Metropolitan, the medical benefits adminstrator for STD. If you are considering surgery in an ambulatory surgical facility and would like to request a waiver of the waiting period, you should contact Metropolitan at 1-800-638-3038. To determine your eligibility, Metropolitan will require a description of the surgical procedure and the name of the ambulatory surgical facility.

Wellness – The Magic Pill

What would you say if I told you 60 percent of all cancers could be prevented by taking a pill? What if that same pill could prevent 70 percent of all heart disease, and even prevent or postpone 80 percent of the health problems facing senior citizens? What if it made you look better, and improved your sex life? Furthermore, what if that pill was very inexpensive, and available without prescription at thousands of stores nationwide?

The magic pill is available, and it's within reach for every one of us. Only it's not a pill – it's a lifestyle, and adopting a healthy lifestyle really can produce the miraculous results promised above.

Lifestyle – what we eat, drink and breathe, how much we sleep, what we do with our spare time, how many close friends we have – these things all play a big part in determining how long and well we will live.



To help employees better their lifestyles, GE Motors has begun a wellness program. Respondents to the March health survey said they would like a local wellness program to cover topics such as exercise, first aid/CPR, weight control, GE medical benefits and stress reduction.

Brown bag lunches to discuss these topics and others are being planned for the near future by Karen McManus, Manager – Health Care Cost Containment.

"I have three goals for the Fort Wayne wellness program," said McManus. "To address employees' health concerns, to keep the cost to employees at a minimum, and to get high participation from all locations and segments of our work force."

TRANSFORMER

from page 1

below would double the number of satisfied distributors in each area.

- **Stock availability goal: 95%.**
- **Delivery goal of stock transformers: 4 days.**
- **Delivery goal of non-stock transformers: 4 weeks.**
- **Promises kept goal: 100%.**
- **Quoting goal on non-stock transformers: Same day.**

"We can think we're doing a great job, but if the customers don't think we're doing a great job, then we might as well forget it," said Dan Lovinger, Manager – Transformer Operations.

What Transformer needs to do is differentiate itself, to somehow pull itself away from the pack.

"The significance of the survey is not so much that we're bad or worse than our competitors, but that there's a lot of leverage available to us," Lovinger said.

Increasing customer service will be particularly challenging this year as volume has soared. Some improvements have been made in stock availability due to increased fixed-goods inventory, but more needs to be done.

"The distributors are demanding, probably more than we expected," said Brubaker. "But if we concentrate on the fundamentals and improve delivery, we can make tremendous gains."

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GENERAL PERIODICALS
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GE News

Fort Wayne
Volume 71, Number 20
May 18, 1989

Speed, simplicity, self-confidence: keys to leading in the '90s, says Welch

In his welcoming remarks at the annual meeting of share owners April 26 in Greenville, S.C., GE chairman Jack Welch announced two major orders won by GE, summarized the company in the '80s, and described GE's vision and operating themes for the '90s.

The announcements by Welch included:

- Advance notice from Tokyo Electric Power Company of an award that will become the largest combined cycle power plant in the world. This project will involve gas turbines from Greenville and steam turbines from Schenectady valued at about three-quarters of a billion dollars.

continued
see WELCH, page 2

Employee Food Drive coming June 23

GE will match cash gifts of $15 +

The annual GE Employee Food Drive for the Associated Churches Food Bank will be conducted on Friday, June 23. Employees are asked to donate non-perishable food items, personal supplies (such as deodorant or soap), or cash at plant gates.

Those who make a cash contribution of $15 or more can have their gifts matched by the GE Foundation through its "More Gifts...More Givers" program. Gift match forms will be distributed with employees' paychecks. Additional forms will be available at plant gates for employees who might not have received one or lost theirs.

Simply write a check (payable to the Associated Churches of Fort Wayne), fill out a "More Gifts...More Givers" form, and hand both in at the gate on the day of the Food Drive. Employees may want to consider pooling their donations to equal at least $15, therefore qualifying for GE's matching grant.

Cash contributions are encouraged because the Associated Churches can buy at discount rates – the giver is able to donate more

continued
see FOOD DRIVE, page 4

WELCH

from page 1

• An order from United Airlines to CFM International – Aircraft Engines' partnership with SNECMA of France – for engines to power 250 Boeing-737 jetliners. This order could amount to as many as 560 engines and $2 billion in sales, enhancing GE's position as the world's number-one manufacturer of jet engines.

GE in the '80s

Reviewing GE's accomplishments during the '80s, Welch reported that GE began this decade with almost $23 billion in annual revenues, net earnings of $1.4 billion, and 405,000 employees. As the end of the decade approaches, revenues are over $50 billion, earnings are close to $4 billion, and there are 298,000 employees.

"The numbers, while striking, do not do justice to the intensity of change that touched every corner of this company as we moved from a structure and a management system that was right for the '70s to one in consonance with the '80s and now ready for the '90s.

"While the pace of our restructuring was swift," Welch said, "it was measured, and, thanks to the financial strength of the company, compassionate to those affected."

In restructuring the company's business mix, a single criterion was applied to the hundreds of businesses that made up the company: "Can they be number-one or number-two at whatever they do in the world marketplace?" Of the 346 businesses or product lines that could not, some were closed, and others sold. Their sale brought in $10 billion, $18 billion was invested in those that remained, and $17 billion was spent on acquisitions that further strengthened the remaining businesses.

"What remains, aside from a few relatively small supporting businesses," Welch explained, "is 14 world-class businesses, all well-positioned for the '90s, each one either first or second in the world market in which it participates."

"Growth Engine" created

"We created what we call a 'growth engine' consisting of our 14 world-leading businesses. The engine, fueled by cash from some and earnings from others, produces growth from productivity and volume, and it delivered during the decade."

Earnings grew at 11 percent per year during the '80s versus 6 percent for the Standard & Poor's 500 companies. GE stock appreciation and yield provided a return averaging 20 percent per year compared with 15 percent for GE's peer companies.

In response to increased competition in the global marketplace, GE increased the pace of alliance formation with world-class foreign partners, "growing our presence, our reach, our access to the best technology and the largest markets in the world," explained Welch.

A full 40 percent of GE's operating profits today flow from outside the US, and the demand for the company's products and services allowed it to make a $3.1 billion positive contribution to the US balance of trade in 1988.

'90s to be tougher

Looking to the '90s, Welch said, "It's not a view for the faint of heart, for the environment and the events we see rushing toward us make the tough, tumultuous '80s look like a decade at the beach."

GE faces an even more powerful Japan and revitalized, confident Europe led by bold, aggressive entrepreneurs.

> *"Simply doing more of what worked in the '80s will not be enough to win in the '90s, when the indispensable additional ingredient will be speed: getting there faster, getting there first," Welch said.*

While recognizing that GE faces some serious disadvantages as it lines up against foreign competitors, GE has an ultimate advantage. "Despite our mix of global cultures and enterprises, we are still primarily an American company, and, as such, our system – while providing no guarantees – also has the fewest barriers to innovation, boldness, and risk-taking...the stuff that will propel the real winners in the 1990s."

Key ingredients

Just as "number-one-or-number-two in every market" was the formula GE used in the '80s, the key ingredients that will guide the company in the '90s will be "speed, simplicity, and self-confidence," Welch said.

"We saw what bringing these three words to life could do – especially at the upper echelons – as we wrestled with the changes of the '80s. Our challenge in the '90s will be to spread them to every man and woman in every business in this company."

Welch listed some lessons learned in the '80s that led to the formation of the "speed, simplicity, and self-confidence" formula:

– Speed increases in an organization as control decreases.

– Becoming faster is tied to becoming simpler.

– Just as speed flows from simplicity, simplicity is grounded in self-confidence.

Work Out program launched

Defining the relationship between speed and simplicity is easier than making it real, Welch noted, "but we believe it is so critical to winning in the '90s that we have embarked upon a company-wide crusade we call Work Out."

Work Out will sequester the leadership of GE businesses together with their teams, assisted by people from GE's Management Institute in Crotonville, Welch explained. They will meet monthly in multi-day sessions with the single objective of exchanging views on the vision of the business and finding ways to get rid of the barriers and bureaucracy that are preventing the fulfillment of that vision.

> *A company can't distribute self-confidence, Welch said, "but what it can do, what we must do, is give each of our people an opportunity to win, to contribute, and hence earn self-confidence themselves."*

Welch said the Work Out program is designed to create an environment where every man and woman in the company can see and feel a connection between what he or she does all day, and winning in the marketplace – the ultimate job security.

"Our job in the '90s – beginning right now with our Work Out program – is to increase and deepen the intensity of the ferment that produces the business ideas, and then increase the speed and clarity with which we move those ideas from business to business.

> *"Speed... Simplicity... Self-confidence... are our keys to winning in the decade ahead, and we are committed to bringing the opportunity to possess these characteristics to every person in every corner of this enterprise."*

Ads

For Sale

4' x 6' cartop carrier w/ rounded ends, *925-0221 after 6pm.*
***'84 Chev Cav**, PB/PS, AC, 46K mi, 4dr – $3,000, 485-8363.*
***Johnson outboard motor**, 6HP, 489-0207.*
***'69 Chev 4dr Nova**, 58K mi, 6cyl, auto, 824-4296.*
***3-thread Serger** – $300, 432-9145.*
***'84 Buick LeSabre Lmtd**, 4dr, loaded, low mileage, 432-9103.*
***Boy's 20" bike** – $15, 747-9629.*
***June 3 garage sale**, Village Woods SE, 745-7625.*
***'86 Olds Ciera Brougham**, 4dr, brown, PB, BS, tilt, cruise, el wds, neat, 219-724-4581.*
***Exercise bike**, Magnavox console stereo, 484-6769.*
***Wood computer desk** w/ drawer & shelf – $50, 749-9320.*
***'84 Coachman travl trailer**, 21ft ex cond, extras, 432-9044.*
***GE drop-in range**, self-clean oven, hood, light & fan, 749-8975.*
***'75 Pinto**, 4cyl, automatic, am/fm – $375, 745-2882.*
***'83 Trans-aire Chev Van**, 20, ex cond, gold/brown, 489-5450.*
***Lg davenport & 2 occas chairs**, ex cond, 485-0514.*
***'77 motorhome w/ free lifetime camp membership**, 747-5463.*
***'65 Chev SS**, show car & trophy winnter, 283 PS, PB, red w/ black interior, 432-4611.*
***12x65 Holly Park mobile home**, Heartland storage shed 10x20 alum car port, 432-4611.*
***'77 Camaro**, red, ex cond – $2,495, 432-2891 after 6 pm.*
***Covington Memorial family plot & marker**, sell for orig price, 485-7835.*
***'72 electra**, runs great –$395, 432-4914 after 7 pm.*
***Golf clubs/bag**, Wilson 1200 Series – $125, 672-2450.*
***4 tires**, 14", good cond – $100, 447-3666 mornings.*
***Magnavox console stereo**, Colonial, ex cond – $100, 436-2199.*
***2pc sectional couch**, beige, contemporary, pillow backs, good cond – $75, 436-2199.*
***'77 Harley-Davidson Sportster**, like new, 483-6126.*
***Wheelchair (Rolls by Invacare)**, in very good cond – $200, 485-4987.*
***10-spd boy's bike**, 24", good cond, make offer, 744-4455.*
***Bedroom suite:** bed, triple dresser, chest, good price, 447-4344.*
***Bicycles**, recond, all sizes – $25 and up, 447-2280.*
***Kimball electric organ**, beginner's music, 436-2394.*
***'86 Yellowstone 28' mini-motorhome**, twin beds, extras, must see, 456-5098.*
***JoTul wood stove**, ex cond, free to first caller, 432-6636 after 6 pm.*
***12 sash windows**, nice for porch, 639-6129.*
***Apt, mobile home, washer/dryer** (new – still in box), 639-6129.*

Wanted

***Someone to refinish kitchen cabinets**, 485-9711.*
***Self-propelled Lawn Boy or other mower**, 426-0020.*
***Stainless stl prop for Merc 100HP OB motor**, extra wgts, wet suit, sped. punch bag, 489-3844.*
***Headboard** – queen size, antique, brass or iron, 485-5476.*
***3-wheel cart for handicapped person,** 424-7474.*
***Small (4'x6'min) utility trailer** w/ sides and lights, 447-3299.*
***Lionel & American Flyer and Marks trains**, any cond, 219-724-8011 after 5 pm.*
***Left-handed golf clubs w/ bag**, 219-486-6634 after 5 pm.*
***Mobile home lot**, prefer 12 or 14x60 w/ off-street parking, 672-2869.*

For Rent

***Myrtle Beach, SC, vac condo**, 2br, 2 baths, pools, beach, 216-526-1258.*

Sports Talk

Softball

Results from 5/10/89:

Hoggs 9	Tom Cats 3
Hoggs 12	Thirsty Horde 9
Thirsty Horde 9	Blackhawks 8
Blackhawks 13	Tom Cats 2
Stein Bombers 9	Brother's Screen 7
Afterburners 8	Brother's Screen 6

League Standings	W	L	T	Pct.
Stein Bombers	3	0	0	1.000
Afterburners	2	1	0	.667
Hoggs	2	1	0	.667
Blackhawks	2	1	1	.625
Brother's Screen	1	2	1	.375
Thirsty Horde	1	2	0	.333
Tom Cats	0	4	0	.000

Financial Planning Seminar reminder

Presentations on new benefits, new tax laws and new ideas for personal finance and investments will be presented tonight from 7 p.m. to 9 p.m. and twice on Tuesday, May 23, from 1 p.m. to 3 p.m. and 7 p.m. to 9 p.m. The seminars will be held in the second floor auditorium of One Summit Square, downtown Fort Wayne. All GE employees, spouses and guests are invited, but seating is limited. Call 426-2222 between 8 a.m. and 4:30 p.m. for reservations.

FOOD DRIVE

from page 1

for the money.

Fort Wayne employees held their first Food Drive in 1982, in response to the flood that swept the city in that year.

Last year, with help from the GE Foundation, employees gave $17,500 and 1,090 pounds of food and supplies.

The Associated Churches Food Bank provides groceries to area citizens who need them in emergency situations.

News Briefs

Apprentice Alumni to meet June 13

The GE Apprentice Alumni Association will have its annual Alumni Day Tuesday, June 13 at the Southwest Conservation Club beginning at 5:30 p.m.

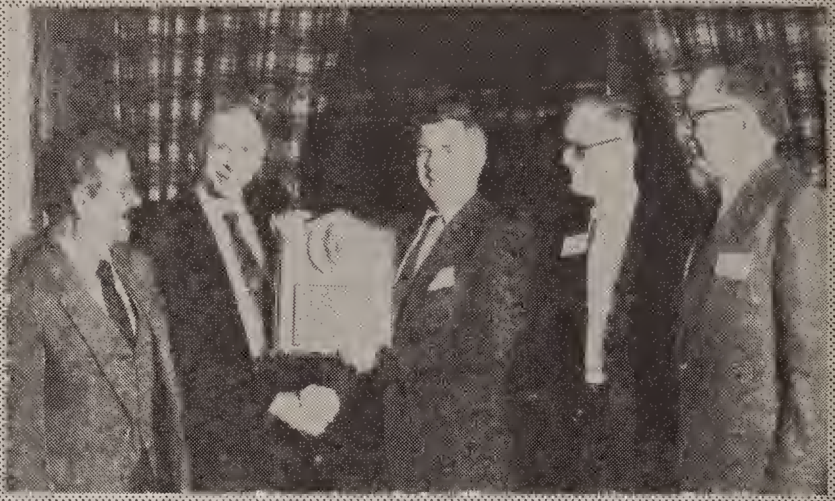
All graduates of the GE Apprentice School are invited to attend and renew old friendships and acquaintances. Reservations can be made by calling Doug Schaefer, 744-1718 evenings.

Fort Wayne National Bank offers information lines

- 426-BANK for information on personal accounts and interest rates.
- 427-1266 for information on current parks and recreation programs.
- 456-4494 for latest farm updates.
- 422-0123 for current time and temperature.

FWNB offers many other services available through its Building 21 branch. Hours are 9 a.m. to 4 p.m., Monday through Friday.

Oldenkamp receives Alger Award



Oldenkamp (second from left) receives his award from Mike Jefferies, GM – Motor Business Operations. Also pictured are three new nominees for the Alger Award: Frank Forbes, Ernie Herod and Gordon Osborn.

John Oldenkamp, Senior Research Engineer, has been presented the 1989 Alger Award for outstanding individual achievement in engineering over a sustained period.

Oldenkamp is a disciple and friend of Philip L. Alger, an outstanding GE engineer for 40 years recognized worldwide for his work on rotating electrical machinery, and for whom the award was named. Like Alger, Oldenkamp is an authority on induction motor theory and practice.

The award is made every other year; the first was awarded in 1981. Oldenkamp received a plaque recognizing his accomplishments and a $3,000 grant to a college or university of his choice for the furtherance of education in engineering and science. Oldenkamp plans to donate the money to the University of California.

Oldenkamp is co-author of the GE Motors Design Reference Book, from which GE's motor design programs are derived.

Oldenkamp received the award during last month's Electrical Machinery Symposium.

Also, three new nominees – Frank Forbes, Ernie Herod and Gordon Osborn – were honored. When an engineer is nominated for the Alger Award, his or her name remains on the nomination list year to year.

Quarter-Century Club elects board members

Back Row (left to right): Tom Zeser, Vice President; Doyt Miller, Director; Sharon Krinn, Secretary; Chauncy Miller, Treasurer; Elmer Matthews, Director; Bill Bunnell, Director; Darlene Heare, Assistant Secretary. Front Row (left to right): Lee Schnepp, Director; Herb Meyer, Director; Andy Gump, President; Helen Deahl, Director.

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GE News

Fort Wayne
Vol. 71, No. 21
May 25, 1989

GE Motors distribution program frees inventory logjam at Boise Cascade

We went with GE because they have a quality product and the best distribution system.

– Roy Guerrero
Procurement Manager,
Boise Cascade

The Boise Cascade Corporation depends on motors almost as much as it depends on trees.

With 140 locations throughout the U.S. and Canada, the company, which produces mainly paper products, buys thousands of motors yearly for routine plant maintenance and new capital equipment. And because motors are so vital to production, Boise Cascade must carry sufficient inventory in a wide variety of ratings to make repairs quickly and avoid costly shutdowns.

So when Boise went looking for suppliers, they asked for a company with the best product quality, distribution and service.

After three months of negotiation, Boise signed a national contract in March with GE Supply, which distributes GE motors.

"We went with GE because they have a quality product and the best distribution system," said Roy Guerrero, Procurement Manager at Boise Cascade.

GE Motors distributors will stock locally the most frequently used motors needed by local plants. If the nearest GE Flagship Distributor is out of stock, Boise Cascade can get nearly any motor within 24 hours, thanks to GE Supply's XPD inventory system and GE MotorLink, an inventory system tied to both GE Supply and GE Independent Distributors.

GE Motors and GE Supply representatives will assist plants across the country in the transition by evaluating local requirements and putting inventory in place at the nearest distributor.

"It's partnerships like these that can ultimately help us be more competitive," Guerrero said.

Boise Cascade anticipates many cost-saving benefits with the new program. "First we expect to see a big decline in inventory costs, and second, we can count on anticipated costs with negotiated prices," Guerrero said.

Other projected benefits include an overall improvement in product quality and efficiency, which in turn should lead to reduced maintenance costs.

According to Joe Bioty, Manager – GESCO Programs, winning the Boise Cascade contract is a major accomplishment in Motors' ongoing program to transition User customers to GE Distributors.

Sports Talk

Softball

5/17 results

Brothers Screen	12	Hoggs	7
Thirsty Horde	4	Afterburners	2
Thirsty Horde	5	Brothers Screen	4
Hoggs	10	Afterburners	9
Stein Bombers	18	Tom Cats	5
Stein Bombers	12	Blackhawks	6

League Standings	W	L	T	Pct.
Stein Bombers	5	0	0	1.000
Hoggs	3	2	0	.666
Thirsty Horde	3	2	0	.600
Black Hawks	2	2	1	.500
Brothers Screen	2	3	1	.417
Afterburners	2	3	0	.400
Tom Cats	0	5	0	.000

Golf

Spring Golf Scramble Results

1. North, Stiver, McMahan, Tussy	60
2. Elder, Nelson, Elliot, Kennedy	62
3. McCreary, Lantz, Johnson, Hoblet	62
4. Haslup, Wilder, Shutz, Doepke	62
5. Prinzbach, Adcock, Boulton, Rash	62
6. Hoffman, Menzies, Beal, Spalding	62

Ties were broken on a back-up starting from #18.

Closest to pin		Longest Drive	
Rick Tatman	#6	Mike Sodano	#7
Tim Orr	8	Mike Sodano	18
Bob McCreary	11		
Mel Wheeler	14		

West Broadway League – Foster Park

5/17 results

Misfits – 162, Scramblers – 157, Flying Divots – 151, Putters – 153.

Team Standings	Pts.
1. Scramblers	10
2. Flying Divots	9
3. Putters	7
4. Misfits	4

Low Scores: Gary Pickett – 38, Dave Reas – 41, Lyle Johns & Larry Phillips – 42. Birdies: Pickett – #18, Fields – #11, Dunwiddie – #13.

Ads

For Sale

Upright freezer*, white, 8 yrs old – $90, and 30-gal aquarium – $40, 432-6287.*

Lift chair*, beige, good cond, 419-263-2602.*

Magnavox stereo combination*, living rm sofa, 219-485-6047.*

White sewing machine*, cabinet – $25, 422-5483.*

20" color RCA TV *– $45.*

'79 Chevy Conv van*, no rust, 80K mi, new seats, 693-2887 eves.*

Maple drop leaf table*, 4 ladderback chairs – $200, 693-2887 eves.*

'75 Honda CB750*, excellent, $500/offer, 432-8501 after 6 pm.*

NeccHi sewing machine*, all kinds attachments, 747-4274.*

Lawnboy mower*, elec start, self-propelled, 489-5046.*

Metal cage for sm animals*, w/ tray, 20x36x24H – $20, 639-3465.*

16HP Case tractor*, mower, snowplow, planter etc., 623-3184.*

9 1/2 ft Coachman pickup camper*, loaded, ex cond – $2,000, 219-636-3302 after 5 pm.*

Exercise bike *w/ speedometer & timer, Magnavox console stereo w/ records, 484-6769.*

2 lots in Highland Park Cemetery*, 219-485-7756.*

'85 Somerset Regal*, 42K mi, PS, air, cruise, tilt, clean in & out – $5,000, 486-7834.*

King sz waterbed*, complete, all bedding incl – $150, 486-7834.*

'77 Chrysler Newport, air, 4dr, 489-5187.

'82 Escort wagon*, very good, 219-744-5819.*

Convertible *– '72 Buick Skylark – $1,750, must see, 447-2886.*

For Rent

4-rm apt w/ utilities*, at 912 W Jefferson – $250/mo, 747-4066.*

Wanted

Lionel & American Flyer and Marks trains*, any cond, 219-724-8011 after 5 pm.*

Older 4-wheel 4x4 or Jeep*, good cond, 747-3683.*

Ads

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

Limit 40 letters please ____________________

____

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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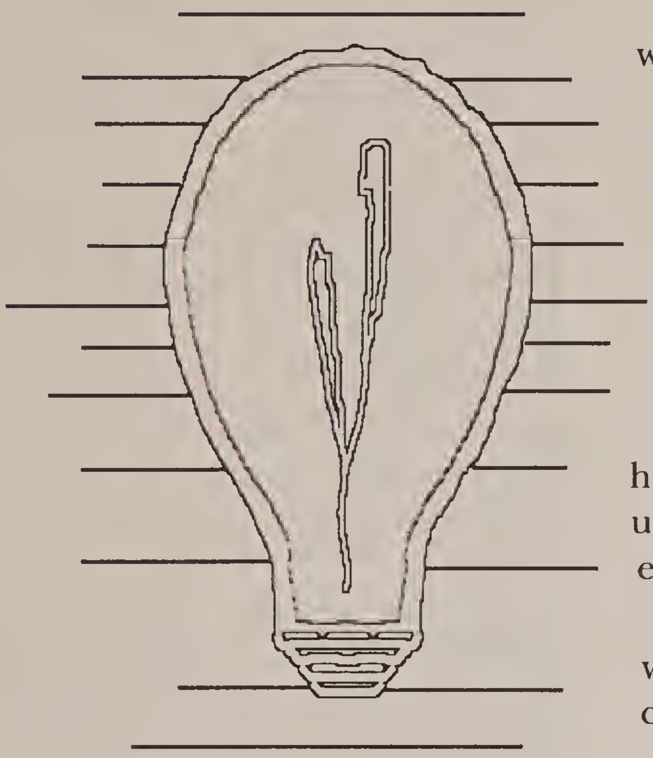
Name ____________________
Address ____________________ **City** ____________________
Bldg. ____________________ **Home Phone** ____________________
Signature ____________________

Fort Wayne Plants could be wiser energy-users, consultant says



"It's not that the Fort Wayne Plants are wasting energy, but you're wasting money," said energy consultant Ken Hover. "You're not using energy wisely."

Electricity costs, for example, could be cut drastically, not necessarily by cutting down on the amount of electricity used, but by spreading it out thus avoiding peak surges of electricity use.

Hover's job over the next few weeks is to help GE Fort Wayne employees cut their utilities bill, the lion's share of which is electricity costs.

Hover will define how energy is used and when it's used to determine how best to cut costs.

Fort Wayne operations electricity bill last year was $4.3 million.

News Briefs

GE Camping Club Outing Scheduled
Some spots have been reserved at Bear Creek Farms for June 9-11. Contact Joe Trimble at 745-2534 for further details.

Auburn-Garrett PTC bus route no-go
Unfortunately, PTC has notified GE thatthey need a minimum 40 riders before they can provide shuttle service. Less than 40 employees returned interest coupons printed in the GE News last month.

GE Medical Benefits brown bags offered

Wed, May 31

Bldg 26-2 Conf Rm	ACSD Cafeteria
11:36 - 12:06	11 - 11:30
12:06 - 12:36	noon - 12:30
2:45 - 3:15	2:45 - 3:15

Thurs, June 1

Bldg 18-1 Conf Rm	Bldg 6-2 Conf Rm	TS Training Ctr
7:15 - 7:45	11 - 11:30	7:15 - 7:45
noon - 12:30	2:45 - 3:15	11 - 11:30
		noon - 12:30
		2:30 - 3

Cafeteria Schedule: to answer individual questions

Wed, May 31

Bldg 26-4 Cafe	ACSD Cafe
1 - 2:30	1 - 2:30
3:30 - 5	3:30 - 5

Thurs, June 1

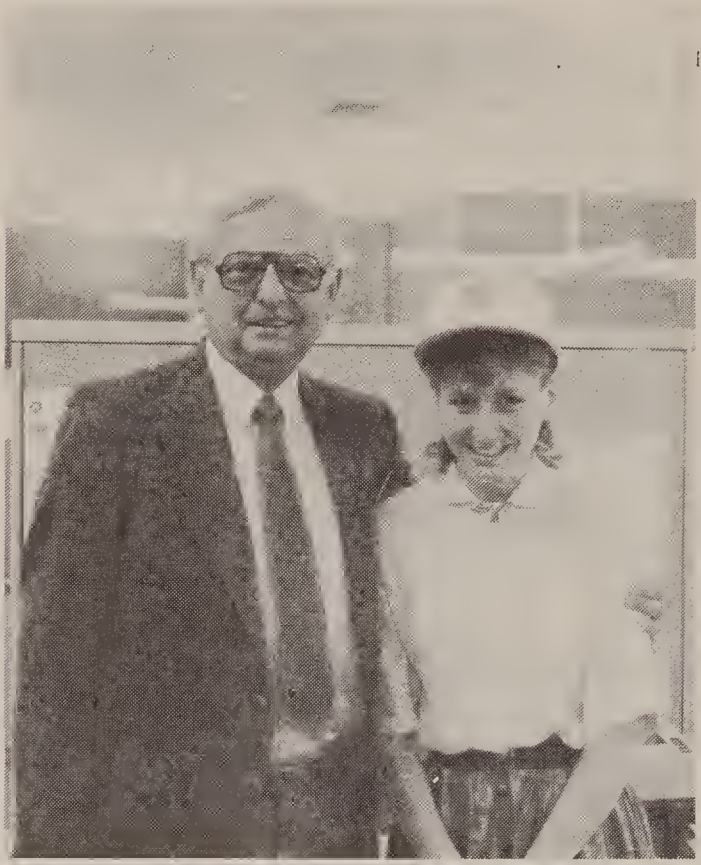
Bldg 8 Cafe	TS Cafe
8 - 10:30	8 - 10:30
1 - 2:30	1 - 2:30
3:30 - 5	3:30 - 5

Freedom from Smoking deadline is Friday
So far, 24 have signed up, but there's still room in the class. Deadline is Friday, May 26. Schedules will be announced first week in June. Forms were distributed with pay checks.

CSO *"impresses"* Trane VP during recent visit

"I'm impressed with what I've seen," said Dick Zeman, VP – Distribution Logistics for Trane, one of GE Motors' biggest customers.

Zeman toured Motors' Customer Service Operations in Building 4-6 last week, seeking ideas for setting up Trane's own service consolidation.



Right: During his tour of Motors' Customer Service Operation, Trane VP Dick Zeman met Renetta Weber, one of the CSS's who handles Trane orders.

Motors has been consolidating its customer service operations, which will be completed in the first quarter next year.

"Motors is about three years ahead of us on the consolidation," said Zeman. "I like your quad concept, which is virtually employee-run."

Customer Service Specialists are in quads of four. Each person is responsible for certain customers, so the CSS gets to know his or her customers and vice-versa.

"We have customers visiting weekly," said CSS Judy Glover. "It helps to put a face with the people you're dealing with."

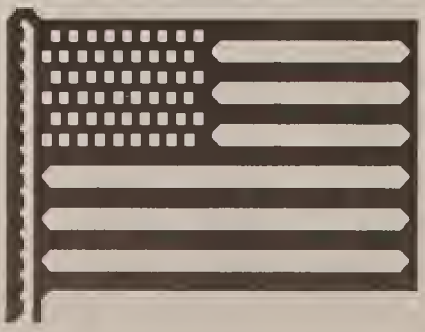
Zeman said he likes the quad concept also because "there are no supervisors, allowing each CSS to react much faster to customer concerns."

CSS's are responsible for customer needs in all pertinent areas of GE Motors, from inquiries and order entry to product delivery.

"The professionalism of GE Motors' customer service people is excellent," Zeman said. "You've got dedicated people – that's obvious."

Volunteers needed this weekend for Vietnam Memorial drive

The Vietnam Memorial Committee if Allen County is asking GE Fort Wayne employees to help in raising funds for the building and maintenance of a memorial dedicated to the men and women who served with the United States Armed Forces during the Vietnam war.



Volunteers are needed to answer phones and take pledges during this weekend's radiothon sponsored by WQHK Radio 1380 and to collect contributions outside the Embassy Theater downtown.

To volunteer for either event, contact Tom Tracey during the day at 478-3339 or in the evening at 638-4875. Volunteers are asked to sign up for at least one one-hour shift.

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GENERAL PERIODICALS
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GE News

Fort Wayne
Vol. 71, No. 22
June 1, 1989

Work Out! means no-nonsense

"The question is simple: What's essential and what's not?" Jim Baughman, Manager – Corporate Management Development, told communicators at a conference last month.

"There are good answers," explained Baughman, "but let them come from quality assurance, customer satisfaction, employee benefit, and shareholder value, not from ego, lack of trust, laziness or unventilated traditions."

Baughman is describing the company's new process to eliminate unnecessary, non-productive work from daily routines. It's called Work Out, and it's a subject that will be getting much attention this year.

> *It's* **not** *a campaign to eliminate people. In fact, it's a campaign to liberate people – to liberate ourselves from the nonsense that we cause for ourselves.*
>
> *– Jim Baughman,*
> *Manager – Corporate Management Development*

"It's **not** a campaign to eliminate people. In fact, it's a campaign to liberate people – to liberate ourselves from the nonsense that we cause for ourselves," Baughman said.

GE Motors has already begun its Work Out. Steve O'Brien, Vice President – GE Motors, his staff and their secretaries have begun analyzing their daily routines in search of Work Out items. Also, Work Out teams have begun meeting to launch their attack on approvals, meetings, reports and measurements.

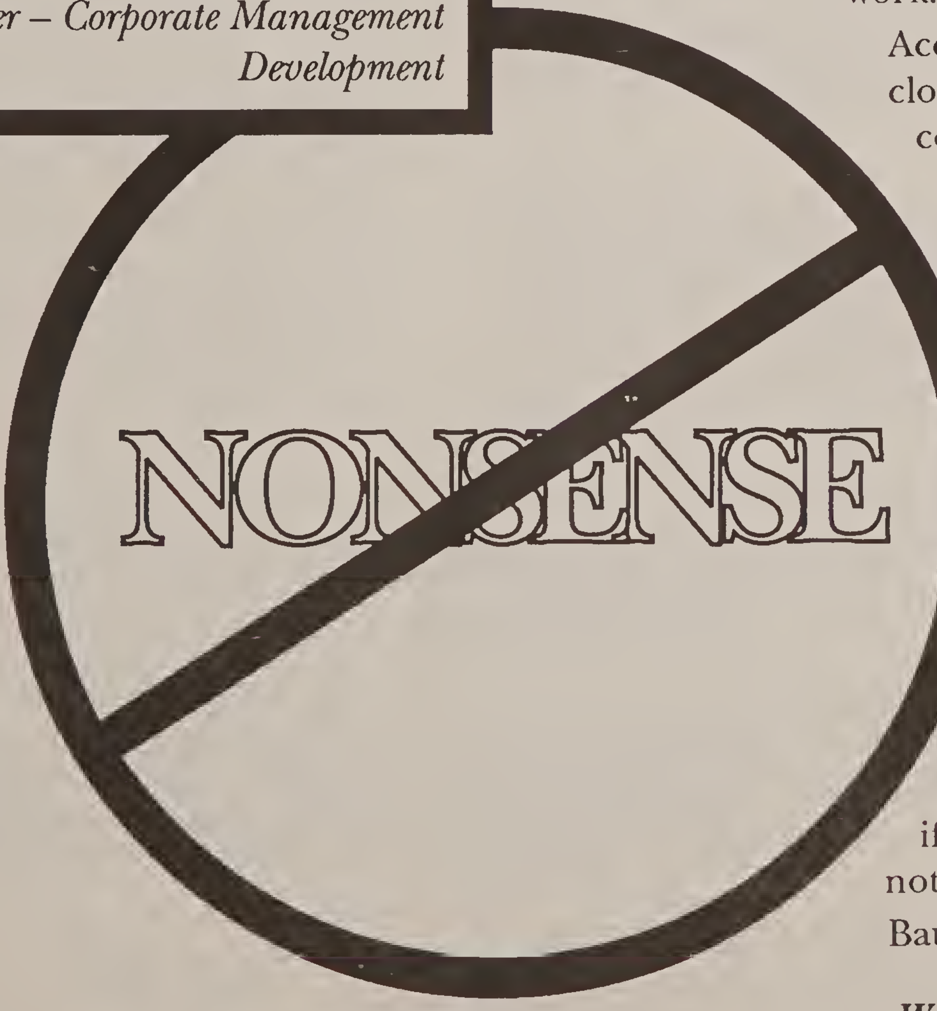
Why go to all this work to eliminate work?

According to Baughman, "To move closer to our vision of being a 'big company and small company simultaneously,' we have to jettison bureaucratic baggage."

GE is bigger and more diverse today than ever before, with more global scale and complexity to come. GE is also leaner, more agile and more productive than ever before with more to accomplish ahead.

"GE has great financial, technical and human strengths. But we have to use dollars, ideas and people as a small company would – as if they were precious; as if they were scarce – on essentials, not on crap," said Baughman.

Baughman cited Wal-Mart and Disney



see ***Work Out***
page 4

Ads

For Sale

'86 Toyota Corrolla, *AC, auto cruise, PS PB, good cond, 447-7025.*

Dbl bed frame, *4 drawer chest & night stand – $85, 749-9320.*

Sofa & 3 chairs *– $400, ping pong/work table – $35, 25" RCA – $50, 219-672-8677.*

Twin metal laundry tubs, *like new – $20, 639-3465.*

17' self-contained camper, *good cond – $1,000, 982-6845 after 4:30 pm.*

Sears electrostatis air filter *– $50, 484-4515.*

20" console colored RCA tv *& 20" black and white GE tv, 623-3184.*

Garage sale, *SE area, June 3, 2800 Capitol Ave.*

'85 Dodge Shelby Charger Turbo *– best offer, 482-4543 after 3 pm.*

14 unlined tan 90" draperies *w/ hooks – $50, 426-3790.*

'75 Mustang, *dependable, good tires, must sell – $600, 745-1446.*

'88 Bayliner boat, *motor, trailer, cover – $4,500, 436-3814.*

Full-sz bed & canopy set, *mattress, springs, bedspread, curtains & shams, matching – $200, 493-3258.*

Dehumidifier *– $125, range hood – $25, quartz heater – $20, 219-672-8677.*

Wanted

Maternity clothes, *sizes 12-14 – reasonable, 422-7715.*

2 truck tires 78-15, *219-489-9218.*

Typist *w/ dictaphone experience to work days, 485-3580.*

For Rent

2 br mobile home *on private lot, NW, 489-3704.*

Bus. bldg, *24' x 40', overhead door, inter & outer office, in front parking, 489-3704.*

In Memory

Russell W. Goshorn, of Ossian, died April 15. He retired in 1963.

Ralph E. Hardy, of Wollcottville, died April 17. He retired in 1986.

Mildred G. Huntine, 7714 Trier Road, died April 13. She retired in 1958.

Carl W. Sorensen, of Columbia City, died April 14. He retired in 1974.

William F. Weaver, 14932 Bluffton Road, died April 17. He retired in 1971.

Helen A. Smith, 1532 Airline Drive, died March 23. She was a general clerk in Bldg. 4-5.

Norman A. Bender, 1103 New England, died March 7. He retired in 1973.

Lester H. Betz, of Grabill, died March 17. He retired in 1980.

Alta E. Campbell, Edsall Apts., Bldg. A 211, died March 28. She retired in 1956.

Lynn L. Crawford, 3120 Winter St., died April 30. He retired in 1955.

Marie C. Daun, of Ossian, died March 24. She retired in 1972.

Ellsworth F. Geller, 2711 MacArthur Drive, died April 11. He retired in 1966.

Verne D. Marbaugh, 6233 Justin Court, died April 8. He retired in 1980.

Maurice R. Marshall, of Garrett, died March 18. He retired in 1975.

Paul B. Perry, of Columbia City, died April 25. He retired in 1970.

Elmer T. Ueber, 2927 Westbrook Drive, died April 30. He retired in 1980.

Robert D. Wildermuth, 928 Kinnard Ave., died March 5. He retired in 1982.

Emma L. Ragan, of Churubusco, died March 9. She retired in 1971.

Ads

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☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Limit 40 letters please ____________________

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Name ____________________
Address ____________________ **City** ____________________
Bldg. ____________________ **Home Phone** ____________________
Signature ____________________

Retired

Robert C. Mock retires with 40 years of GE service. He began as a helper in Specialty Transformer and retires from Building 4-4. "GE was as good as most work places. But it's time to retire so I can do some traveling, fishing, gardening and just taking it easy."

Donald E. Wagar retires with 38 years of service. He began as a designer for Motor Generator in Schenectady and retires as a design draftsman in Technology at Taylor Street. "I plan to use my time in retirement playing golf, woodworking, traveling and just plain loafing."

Eva A. Kelley retires with 24 years of service. She began as a production worker in Building 4-4 and retires as a tester from Specialty Transformer. "I have made many friends during my years at GE. I've had some good times and some bad times, but I'm thankful for my job and benefits GE has given me. Looking forward to retirement, I plan on doing some traveling. I'll miss you all. God bless you."

Homer L. Jeffery retires with 23 years of service. He began at Taylor Street and retires from Taylor Street.

Other retirees include Helen M. Johnson, Technology; Delbert E. Hartman, Specialty Transformer; William Carley, Taylor Street; and Ronald H. Bowsman, Specialty Transformer.

Sports Talk

Golf

West Broadway League – Foster Park

5/24 results

Scramblers – 152, Putters – 159, Misfits – 156, Flying Divots – 166.

Team Standings	Pts.
1. Scramblers	14
2. Flying Divots	10 1/2
3. Putters	10 1/2
4. Misfits	5

Low Scores: Lyle Johns – 39, Mel Guillaume – 40, Jerry Gottschalk – 41. Birdies: Mel Guillaume – #8, Gary Pickett – #9, Henry Helbert – #6, Lyle Johns – #2, #3. Low Net – Mel Guillaume – 33.

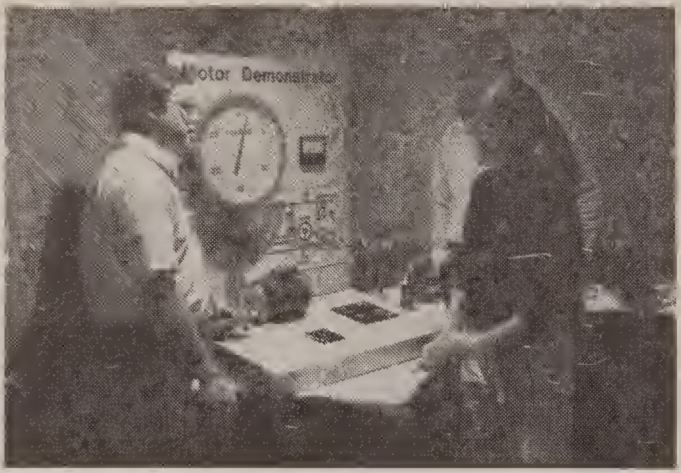
News Briefs

Monogram magazine now available

The Spring edition of GE's all-employee Monogram magazine is now available. Here's a preview of some of the stories.

- The cover story Engine Territory features the product support and service that follows every GE aircraft engine sold.
- In Plastic Surgery, read how 470 GE Plastics marketing people renovated a YMCA in just one day, and learned something about teamwork in the process.
- Also, Policy 20.10, a perspective on GE's standards of conduct in U.S. government contracts, and NBC's Cable Connection, which describes the network's first-of-its-kind JV with Cablevision.

Five-Star Motor School in 12th year and still a big hit



"There's a right way and a wrong way to sell a motor. That lesson was probably one of the most valuable things I took from the class. It was nice to meet the customers you deal with on the phone, find out what their needs are, and what they expect from you," said Barbara Oliver, GE Motors CSO, Fort Wayne.

This is a typical comment from students in GE's Five-Star Motor School which began its twelfth year with a class of 35 students earlier this spring.

Originally designed exclusively for distributor participation, the school has expanded to include GE employees.

"The course arms participants with knowledge of motors – what motors do and why they run," said instructor Glen Rout, Manager – Training and Learning Development, GE Motor Sales Division.

"Invariably, understanding the product helps them be more effective in selling it, giving them the competitive advantage."

There is also a subtle message that Rout tries to convey during the course – that GE motors are top in quality and performance. "Hopefully, we motivate the people who take the course, distributors in particular, to push GE products. Ultimately, it all translates into bigger profits for the business," Rout said.

More than 3,000 distributor and GE employees have graduated from the course, and it's still going strong with another Fort Wayne school and several Road Shows planned for 1989.

Work Out, from page 1

as proof that companies can be big and small at the same time.

"Look at Wal-Mart, a billion dollar business that greets you at the door of every store and makes you feel at home. Look at Disney – they make tens of millions of people each year feel very special," Baughman said.

How do these companies do it?

According to Baughman, "They concentrate on the essentials of product quality, customer satisfaction and employee motivation and reward – and they don't do much else. **The nonsense just isn't there.**"

Certainly, market realities demand that we work hard to eliminate the nonsense, but the real answer to why we should Work Out is for ourselves and our families – our own sense of accomplishment and peace of mind.

"Twelve-hour days that lead to fifteen-hour days that lead to eighteen-hour days lead to nowhere," said Baughman.

"Work Out, itself, isn't the liberated management system of the future, but it's essential site-clearing for that longer, tougher, construction job ahead. It will build on and multiply the initiatives already underway in many businesses and can introduce those yet to come..."

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GE News

Fort Wayne
Vol. 72, No. 23
June 8, 1989

In this issue:

Q&A from GE's 1988 Annual Report
Here's a small sampling for those who have not yet read the Annual Report. The page 4 article reports not only what we accomplished in 1988, but also information on where we're headed in the future. To learn more about the Company, copies of the Annual report are still available.

Local GE youths honored
STAR Award winners have been announced. Meet our local winners.

CMC in 26-3
An article about how our fellow workers in 26-3 are transforming their production lines to shorten cycle times and increase employee involvement.

GE Foundation matching available for Food Bank cash donations

Fort Wayne GE employees who donate $15 or more to the Associated Churches Food Bank may have their contribution matched by the GE Foundation under its "More Gifts...More Givers" program.

Forms will be available at all plant gates during the GE Food Drive on Friday, June 23.

Submit form

To get their gift matched, employees need to complete and submit the form with a personal check for $15 or more. The check should be made payable to the Associated Churches Food Bank, enclosed in an envelope and dropped into the cash buckets at plant gates on June 23. Envelopes will be provided at the gates.

Food donations welcomed

During the Food Drive, employees may give non-perishable food items (see "What to Bring for Food Bank" accompanying this article) or cash. Cash contributions go even further because the Associated Churches can buy in quantity at a lower cost.

The food bank makes food products available to those who need it in emergency situations. This service would not be possible without help from concerned citizens.

Read in next week's edition how the Food Bank helped one local family.

What to bring for Food Drive

Non-perishable foods and paper products are needed. All items must be commercially processed. Nothing damaged, out of date, or apt to spoil can be used.

Meats: beef stew, canned meats, chicken, spaghetti & meatballs, tuna, ravioli, peanut butter.
Soups: all kinds.
Grains: rice, macaroni, breakfast cereals, dried peas and beans, spaghetti, baking mixes, crackers.
Vegetables: peas, green beans, instant potatoes, corn, beets, black-eyed peas, tomatoes, pork & beans, greens.
Fruits: peaches, fruit cocktail, pears, plums, grapefruit, fruit juice.
Paper: toilet tissue, towels, facial tissue.
Dairy: dried milk, packaged cheese, evaporated milk.
Cooking needs: cooking oil, shortening.
Soaps: washing powders, bar soap.

Local GE youths are "STAR"s

From left to right: Alan Thompson, Tonya Thompson, Laura Usher and Mike Usher.

The parents of Tonya Thompson and Laura Usher already knew their daughters were special. And last month, GE recognized Tonya's and Laura's achievements by making them "STAR"s.

A total of 136 sons and daughters of GE employees in the U.S. and Canada have been chosen by a GE Foundation program as "STARS" in recognition of their scholastic achievement.

In 1984, the GE Foundation established the Student and Teacher Achievement and Recognition Program for employees' or retirees' children planning to enroll as full-time undergraduate students at an accredited four-year college or university. Each student receives a $1,000 award to help meet the first year's expense of higher education, as well as a plaque and a "STAR" sweater. In addition, a $500 grant will be made to each winner's high school. Use of the grant will be suggested by a teacher selected by the student.

Laura is the daughter of GE Motors employee Mike Usher. Laura graduated last month from Bishop Dwenger High School and plans to pursue a degree in chemical enginnering at Purdue University in the fall.

Tonya is the daughter of Motors employee Alan Thompson. She graduated from Churubusco High School last month and plans to study actuarial science at Ball State University in the fall.

Briefs

Pensioners beware! – salesman a fraud

Complaints have been received from GE pensioners in the Fort Wayne area that a local insurance agent has been alleging to be a GE representative who handles Medicare Supplement insurance for the Company. He reportedly has suggested that one of the Pensioner Contacts recommends his insurance. This is not true. **No insurance coverage provided by GE for pensioners is handled through independent agents. Furthermore, the Pensioner Contacts are prohibited from recommending any specific brands of insurance to the pensioners.**

PTC changes bus fare

PTC officials have notified GE that its bus fare for the Fort Wayne operations/ Decatur route will be $1.25 effective Monday, June 5. All regular riders may already have been contacted about the change.

GE Club Softball League results

Blackhawks	9	Hoggs	2
Stein Bombers	8	Afterburners	4
Stein Bombers	14	Hoggs	7
Afterburners	10	Blackhawks	9
Brothers Screen	17	Tom Cats	4
Thirsty Horde	12	Tom Cats	12

League Standings	W	L	T	Pct.
Stein Bombers	7	0	0	1,000
Thirsty Horde	4	2	0	.667
Brothers Screen	3	3	1	.500
Hoggs	3	3	1	.500
Afterburners	3	4	0	.429
Tom Cats	3	4	0	.429
	0	7	0	.000

Reducing cycle time to beat the competition

What would happen if it were suddenly possible to build and ship a transformer in one week or less, instead of the current six to eight weeks? It would be something that no one else in the industry has been able to do, and the business would quickly grow by 20 to 40 percent. That's what Dan Lovinger, Manager – Transformer Operations, told a group of employees at a recent lunchtime informative meeting.

Work is currently underway to accomplish just such an improvement in the speed of transformer manufacturing.

High-Velocity Manufacturing

The goal of the effort is to do nothing less than radically alter how the Specialty Transformer business is conducted, said Lovinger. "We have to substantially reduce our manufacturing cycle in order to stay competitive. This means rethinking how things are done and trying to come up with something new."

Some of this rethinking has already taken place with the planned installation of two high velocity cellular manufacturing lines on 26-3. "I realized that we needed to make some radical changes in order to meet the performance levels demanded of us. We have to get back the market share we've lost. We have too much non-added value cost that needs to be eliminated. We have to provide better service. We just aren't going to be successful doing things the same old way."

Workers prepare 26-3 for the transitioning in of new equipment.

Employee Involvement Critical

"We are writing a new job description which will allow the people to perform all the operations associated with transformer manufacturing. People will be cross-trained and will be expected to work as a team to run the line and build the final product," said Lovinger.

"There will be no supervisors, as such. However, there will be dedicated support personnel, from maintenance to engineering to production coordinators.

"We have to have the input of the people to make things work, and we have to provide them the resources to keep things going. We want to stay here for the long haul, and the success of this project will help insure that we do."

Ads

For Sale

***Pfaltzgraff "Folk Art" dishes**, 37 pcs – $50, 749-9320.*

***Bennington pine buffet** & Magnavox console TV, 219-485-6047.*

***Toastmaster System 3**, oven-broiler, like new, 219-639-3740.*

***Parakeet**, hand-trained, very friendly; bird & cage – $20, 432-7372.*

***Oak drop leaf table**; oak commode, 632-4733.*

***'77 Olds Cutless**, 2dr, V6, good cond – $2,495, 693-2814.*

***32ft Yellowstone trail**, very good cond – $7,900, 447-2280.*

***Sunnymeade Addition garage sale**, June 9 & 10, 9 to 5, lots of items.*

For Rent

***4 cottages**, Adams Lake, fish, ski, swim, 854-4019 or 854-2667.*

Free

***Joe Taylor Concert**, June 13, 8 pm at Foellinger Theater.*

Ads

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

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Q&A on the 1988 Annual Report

Within the pages of GE's 1988 Annual Report is considerable information about the Company – not only covering 1988, but also looking ahead to future challenges and opportunities. As an illustration of this information, here are some questions that are answered in the Annual Report – along with some supplemental information pertaining to these subjects.

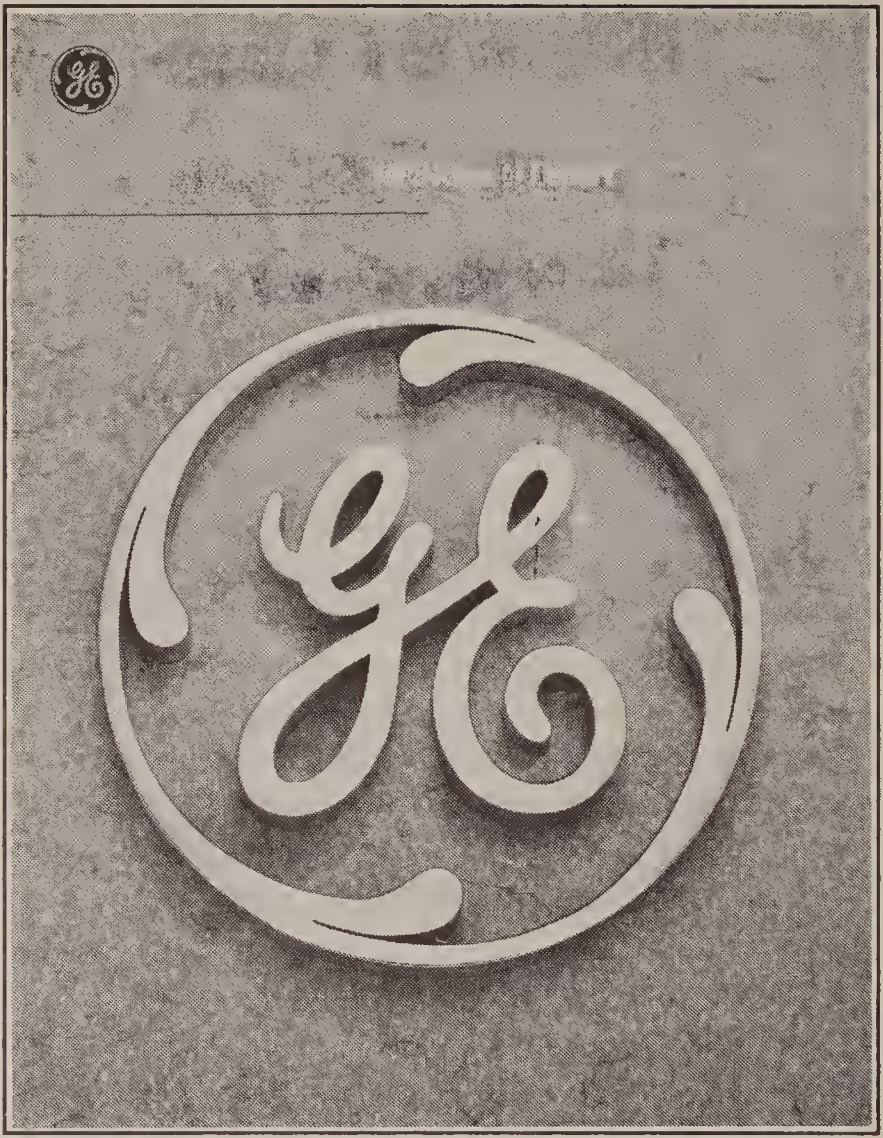
Throughout the year, as questions are raised about the company and its operations, you will find that our Annual Report is a valuable source of information. You may wish to keep it handy.

Q How did GE's international operations affect the U.S. balance of trade in 1988?

A: Total exports in 1988 were $5.7 billion, including both exports from the U.S. to external customers and GE affiliates. Imports from GE affiliates were $1.0 billion and direct imports from external suppliers were $1.6 billion. This resulted in a positive contribution of $3.1 billion to the U.S. balance of trade.

Q How much of GE's total operating profit in 1988 was earned through international operations?

A: $2.1 billion – More than one-third of GE's consolidated operating profit.



Q What are the two basic premises of GE's strategy?

A: 1) To run only businesses that are number one or number two in their global markets – or, in the case of services, that have a substantial portion – and are of scale and potential appropriate to a $50 billion enterprise.

2) A commitment to develop the sensitivity, the leanness, the simplicity, and the agility of a small company in addition to the strength, resources and reach of a big company.

By following this strategy, which has been both consistent with the strategy that we followed during the 1980s, GE can compete and win in the 1990s and beyond.

Q What is the acquisition philosophy?

A: To acquire only companies that are a direct and enhancing graft onto one of the 14 key businesses, or that are large, free-standing, and in a position of leadership in their marketplace.

In addition to acquisitions, GE continues to invest in alliances and joint ventures which enhance its 14 key businesses, thereby strengthening the Company's position around the globe.

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GE News

Fort Wayne
Vol. 71, No. 24
June 15, 1989

In this issue:

One woman tells how losing her job has left her hungry, and how a local Food Bank is giving her ***Someone to Lean On****. See article, page 4.*

Taylor Street employees talk frankly about the importance of quality and getting it ***Right the First Time****. See article, page 3.*

Employees across the Company are telling us that the ***New S&SP ReadiLoan program is off to an excellent start****. See article, page 2.*

A reminder to employees to ***Wear Your Badges*** *and expect security to be sticklers for procedure. See article, page 4.*

Keeping pace in the treadmill market

Treadmills – those wondrous machines that allow you to walk or run for miles without going anywhere – are crashing the home market.

And GE Motors is riding its wave.

In the last two years, treadmills have broken out of hospitals and health clubs and now are homeward bound.

Who's buying? – the aging population who likes moderate exercise, ambitious professionals who are stingy on time and like the convenience of a gym at home, and those who like to run or walk year-round but don't like winter weather.

Three major treadmill producers include Diversified Products, who sells treadmills under the brand DP, Weslo, who sells primarily through Sears, and Ajay/Vitamaster.

The most popular treadmills range from 1.5 mph to 6 mph – a nice walk to a healthy trot.

GEM now supplies mostly AC motors. But DC-powered treadmills with their wider speed range and additional electronic features, will grow faster than the less expensive AC treadmills, said Gene Andert, Manager – Commercial Equipment Markets.

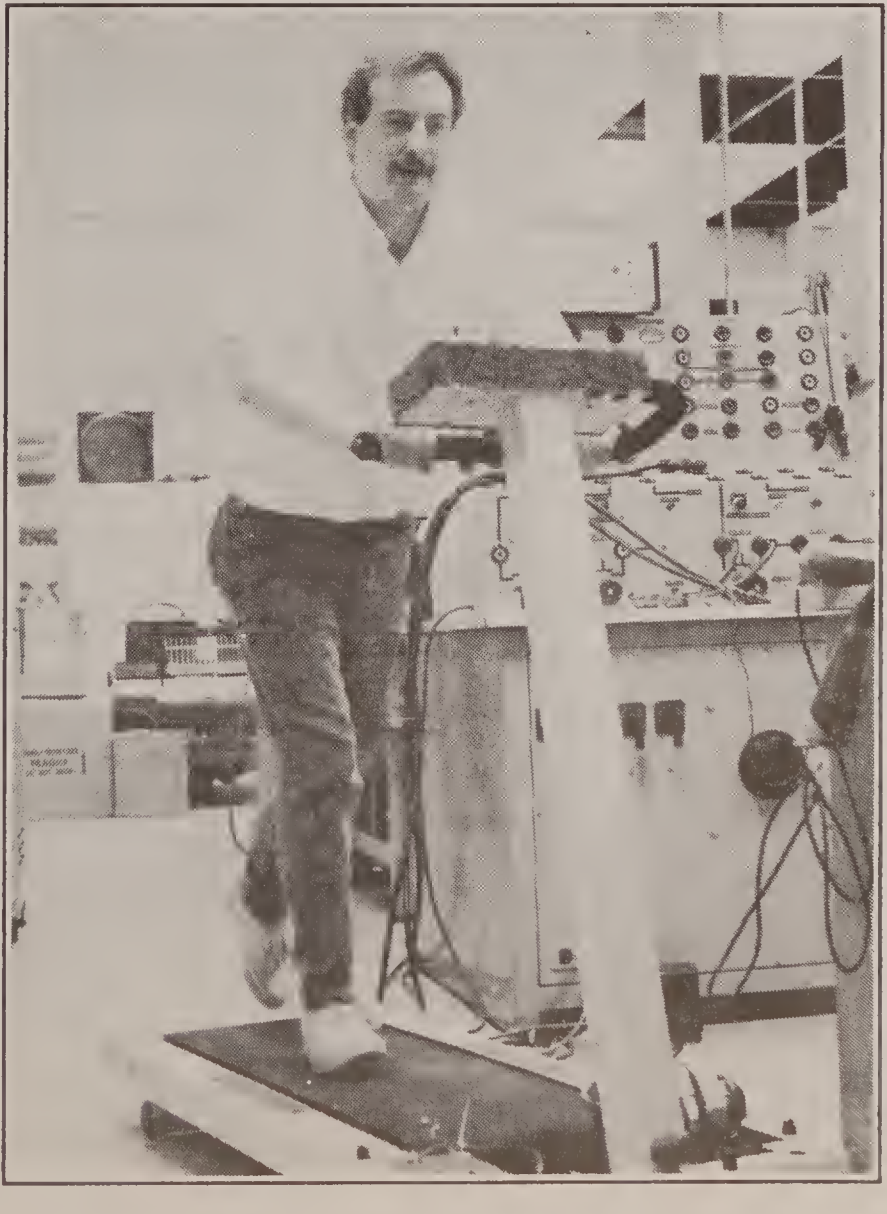
As AC treadmills top out, Andert expects DC treadmills to begin their climb.

"We're riding the wave of the AC treadmill market and we're working fervently to get into DC."

GEM is using what extra capacity it has to fill the "immense" need for treadmill motors. When a motor order gets pushed out, for example, GEM uses the time to produce treadmill motors.

GE Motors is capitalizing on the market opportunities in treadmills as was done in the food processor and ceiling fan markets.

Although treadmill growth may hit its peak in a couple of years, Andert expects them to remain high-volume sellers for much longer.



Left: Testing a treadmill motor in Building 8-2.

Ads

For Sale

***'79 14x70 Mbl hm**, 3br, 2bth, ctrl air, 1-833-3380 collect.*

***'77 Olds Cutless Supreme**, ex cond – $2,395, 693-2814.*

***'86 Toyota Corolla, 4dr**, sedan DX, good cond – $6,300/offer.*

***19' boat, I/O, w/trailer**, 1980-1988, ASAP, 637-8353.*

***Garage sale**: 4-family attic, mattress, box spring, June 8-10, 1801 Rosemont.*

***2 unmatched end tables** – $35ea, 484-4827 after 5pm.*

***'60 Jaguar**, 4dr sedan – $2,500, 432-4914.*

***Antique dresser** w/birdseye maple trim – $175; Duncan Phyfe table w/4 chairs, mint cond – $500, 637-6403.*

***Fold down camper**, fully loaded, sleeps 6 – best offer, 483-1225.*

***'85 Dodge Shelby Charger Turbo** – best offer, 482-4543 after 3pm.*

***'78 Honda Hawk**, 400cc, 5K mi, mint cond, 432-5858.*

***Bicycles**: 1-26" boys 5sp – $45; 3-20" boys/girls – $25ea/offer, 489-8221.*

***Go-Cart**, ex cond, 3hp Briggs & Stratton eng – $225, 747-0774.*

***26" Schwinn bicycle**, ex cond, blue – $25, 357-4034.*

***Brass chandelier**, 8 globe – $750 new, will sell for $200, 749-0159.*

***X-long twin sz bed**, wheelchair, apt sz washer, 749-0159.*

***'83 Firebird**, PS, PB, AM/FM, tilt, AC, whsl-priced, 432-9241.*

***'87 Firebird**, V6, auto, air, must sell – $9,000/offer, 447-3856.*

Wanted

***Junk pop-up camper** – free or reasonable, 426-2631.*

For Rent

***Myrtle Beach**, SC vacation condo, 2br, 2bath, pools, beach, 216-526-1258.*

***SW, large unfurnished apt**, redecorated w/ utilities – $200/mo, 747-4066.*

New S&SP Readiloan Program off to an excellent start

TiLoan program which started April 3 is proving to be very popular with Savings & Security Program participants.

According to Employee Savings Plan Operation manager Pat Gibson, employees have made 74,646 calls to the GE Loan Center's toll-free loan phone (1-800-432-4313) to get information on the amount of their S&SP savings that can be borrowed, loan terms and the interest rate. 13,282 loan applications were processed and sent to employees for completion in April.

"ReadiLoan is off to an excellent start," Gibson said. "Employees seem to like the special telephone system that allows them to use a touch-tone phone to apply for a loan anytime from 6 a.m. to midnight (Eastern time). It's a very easy-to-use system.

Loans for any reason

ReadiLoan is a new feature of S&SP that employees can use to borrow from $500 to $50,000 from their S&SP accounts for any reason. There is no income tax on the loan amount.

Loans are repaid, with interest, over the loan repayment period selected by the employee. The repayment period can be from one to five years, except that a loan for the purchase of a primary residence can be for up to 10 years. The current interest rate on loans is 9.26%.

Gibson said the Loan Center is only set up to process loan request information and respond to loan-related questions. All other S&SP transactions, except for investment switching, are processed by the employee's payroll component. Investment switching is handled directly by the Employee Savings Plan Operation in Schenectady, NY.

During the first three months of 1989, Employee Savings has converted their computer system to new software needed to handle the many recent changes in S&SP. "Because of the software conversion, there were delays in processing employee withdrawal requests during the first quarter," Gibson said. "The conversion is now complete, all withdrawals have been run, and all transactions are being completed in the normal processing time."

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Getting it right the first time

Sometimes customers seem too picky when it comes to quality. Employees found out why during recent small group meetings at Taylor Street.

Ray Osborne (above), one of GE's field sales engineers who handles Gast, talked to employees about why Gast needs perfect quality from GE employees. GE supplies motor parts to Gast for use in their rotary compressors.

"Any burr or scratch, no matter how small, impedes the efficiency of the motor. Sometimes it causes failure," Osborne said.

Osborne demonstrated how each piece of Gast's compressors fits together. If just one piece doesn't fit, or isn't top quality, the entire compressor suffers.

"If we can't give them top quality parts, they can't make a product that works," he said.

And if a flawed compressor was driving something as critical as a respirator, quality could mean life or death.

"I wouldn't want to be on the line where I knew I handled a part that failed," said one worker. "That would be very devastating to me."

Said another worker, "Now I understand why they're so particular."

GE has slipped recently on Gast's list of top quality vendors. "That's not a position we want to be in, but the upside is that there's a lot of opportunity for improvement," Osborne said.

Mike Nicoletta, Manager – Commercial Manufacturing, and the several production workers present said they are confident they can improve the situation.

"We can turn this around. I know we can do it," Nicoletta said.

Briefs

Quarter Century outing reminder

Employees with 25 or more years of service are reminded that Sept. 9 is the date set for the Quarter Century Club Outing.

Lunch, fellowship and prizes are highlights of the annual event to be held in the Memorial Coliseum.

GE Summer Golf Tournament scheduled

Tee off is at 8 a.m. July 8, Norwood Golf Course, Huntington. Format is a 4-person scramble. One cart will be reserved per team. Contact your league manager or Jeff Coffee ext. 4808 for entry forms. Deadline is July 3.

Stein Bombers stay on top of softball league

Here are the updated standings top to bottom: Stein Bombers, Thirsty Horde, Black Hawks, Hoggs, Brother's Screen, Afterburners, Tom Cats. Results from June 7 game are as follows:

Hoggs	13	Brothers Screen	3
Thirsty Horde	4	Afterburners	0
Thirsty Horde	7	Hoggs	4
Stein Bombers	8	Brothers Screen	7
Stein Bombers	12	Tom Cats	0
Blackhawks	13	Tom Cats	9

Scramblers top West Broadway League

Team standings as of June 7: Scramblers – 18, Putters – 13 1/2, Flying Divots – 11 1/2, Misfits – 7.

Someone to lean on

Irene Simmons is like thousands of people in Fort Wayne. She is unemployed, poor and in need of help.

"I was unprepared when the doctors told me I couldn't work anymore," said Simmons, 51, (pictured at right).

Simmons was a nurse's aid in a local home last year. But an aggravated back injury forced her to quit her job. For Simmons, who had worked as a nurse's aid for 25 years, it meant unemployment with few job prospects.

"She's a hard-worker, but her skills are limited," said Ed Elkins, Executive Director of the East Wayne Center, which houses one of 25 local Food Banks. Simmons now volunteers at the East Wayne Center, and although she expects to begin receiving federal aid next month, Elkins says she will still need the Food Bank to survive. Rent and utilities will easily eat up what she will receive in aid – about $300 per month.

It's hard to imagine a woman who has successfully raised a family without someone to lean on. But when times are tough, they're tough all over.

Simmons is divorced, and has no one but herself to rely on. When her job ended, so did her means for supporting herself.

That's where the food bank came in.

"They gave me food, laundry soap, toilet paper... things I needed," Simmons said.

What people don't realize, said Elkins, is that there are thousands of people in the area who are in the same predicament – or worse.

And underemployment, not unemployment, is often the culprit, said Elkins.

"...two jobs that may add up to $8 an hour, with the number of people in the household at six... they need help just to feed the family," Elkins said.

Food banks certainly don't solve the problem, but they help.

Last year, GEM employees and the GE Foundation gave $17,500 and 1,090 pounds of food and supplies to help people like Simmons. We have a chance to do it again June 23.

"Had it not been for the food bank, God only knows how she would have eaten," Elkins said.

Said Simmons, "It's still hard, but with the help of the food bank, I'm surviving."

Badges mean security. Wear them.

Plant Protection is asking that everyone be more conscientious about wearing his or her identification badge. Each employee coming into the plant must have the proper identification.

When walking into the plant, wear your ID badge where it is easily visible – preferably between your shoulders and waist. For those who park inside the gates, you must display both parking tag and ID badge in plain view before entering the yard.

If you lose your ID badge, you can obtain another in Building 21. Badges are issued on Mondays and Fridays from 9 a.m. to 11:30 a.m. and 1 p.m. to 2:30 p.m. on both days.

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GE News

Fort Wayne
Vol. 71, No. 25
June 22, 1989

In this issue:

TOMORROW IS THE FOOD DRIVE!
Local employees tell why they're ready to contribute. See page 3.

MAGNETEK'S GROWING
The president of GEM competitor MagneTek Inc. shares his ideas for growing his Fortune 500 company. Excerpted from recent magazine article. See page 4.

OOPS!
In last week's article about the Food Drive, the GE News failed to mention the invaluable contributions of Specialty Transformer and ACSD employees in making last year's drive a success. The GE News apologizes for the oversight and thanks all employees at GE Fort Wayne for their generous donations to this worthy cause.

Local GE employee donates bone marrow to stranger

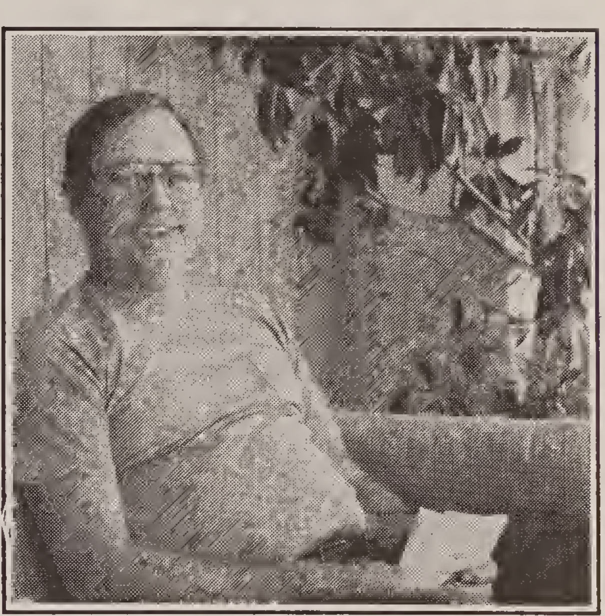
She called him a hero.

But John Knuth (pictured at right) says he doesn't feel like one.

"It was just something I had to do," said the 38-year-old GE telephone technician. "It's like knowing CPR. You go out there and try to save somebody. Donating bone marrow is one way to try to save somebody, to give them a normal life."

Knuth doesn't even know her name, though he's trying to save her life. The 26-year-old woman was diagnosed with leukemia last December. In a letter to Knuth – the only contact between them – she wrote, "The most moving aspect of this experience has been the overwhelming kindness of strangers."

Knuth is just the third donor through Fort Wayne's American Red Cross. Leukemia patients – most in need of transplants – have a one in 20,000 shot at finding a compatible donor. And until just recently, donors were restricted to the patient's immediate family. Through the Red Cross' new program, much-needed volunteers like Knuth are placed on a national registry, thus increasing the pool of donors available and hopefully saving more lives.



"Know and be proud of what you have done. You are a hero," wrote the woman who received Knuth's marrow. "The road ahead is going to be difficult for me... but I am confident I will get through the rough times. Today is my birthday in a sense... It really is the first day of the rest of my life."

Donating bone marrow takes time, commitment and perhaps courage, because extracting bone marrow is a surgical operation. For the donor, it means an overnight stay in the hospital with a few weeks discomfort afterward.

But for the patient receiving the marrow, a successful donation could mean turning an otherwise short and painful lifespan into years of health and happiness.

Knuth, who began with GE in November, took a day off for the operation that took place at the Indiana University Medical Center in Indianapolis. Although the 2-hour surgery was last Friday, Knuth was back to work Monday.

In his pelvis from which the marrow was extracted, two "dinky" incisions were made to the left and right of his backbone.

"They're only scratches now, covered with Band-aids," said Knuth. "But I feel like I wrenched my back real bad."

For Knuth, the surgery was successful. Although the patient received the marrow the day of Knuth's surgery, she must wait several weeks under constant medical observation before her operation can be deemed successful.

And if the transplant takes, Knuth says, "I'll have a blood sister out there.

"I at least give her a chance, and hopefully she'll be able to celebrate many more birthdays."

Ads

For Sale

Professional hairdryer – $50, drapes 98x84 & 60x84, 432-6964.

Garage sale, Oakdale Nbhd, Sat., June 24, 9am - 4pm.

Kelvinator 21ft frig, top frz, auto, 672-3126.

39in GE tv plus VCR – $600, 432-5180.

'86 Chevy Astro conv van, loaded, 623-3807.

'82 Mercury Lynx, 4dr wagon, 4sp, a/c, 74K mi – $2,200/offer, 486-2925.

2 twin beds – $70ea, 2 skates, sz 10 – $20ea, 745-1419.

Browning golf cart, like new – $25, 485-8295.

Toilet tank & accessories, 747-2994.

'83 4-Winns Candia 17ft deck boat, '84 115hp outboard – $6,900, 486-4490.

5-rm office bldg, zoned B1B, on S. Broadway in Fort Wayne – $28,500, 744-3469.

45 acres tillable with 3 acres woods, ideal building site, SW of Fort Wayne 25 mi, 744-3469.

Patio door, used, 70x79, 2dbl hung windows w/alum strms, 35x37 - 70x37, 637-3883.

Antique maple tea cart – $125 and wood plant stand – $30, 432-6406.

Wanted

Lionel & American Flyer and Marks trains, any cond, 219-724-8011 after 5pm.

For Rent

12x60, 2br mobile home, private lot, deposit, NW, 489-3704.

West Wayne 1br apt, laundry, cable, wood floor, 422-3626.

News Briefs

Medical claims deadline approaches

To be sure of receiving payment for 1988 expenses covered under GE's Comprehensive Medical Benefits and Dental Assistance Plan, claims must be submitted to the medical benefits administrator by Thursday, June 29.

Medical and dental plan provisions specify that in order to receive benefits, you must submit your claims not later than 180 days after the end of the calendar year in which the expenses are incurred unless you can show it was not reasonably possible to do so.

If you need claim forms, they can be obtained from Homer Jennings in Building 18-1.

Reduce your risk of cancer

Today, scientists think 70% to 80% of cancers may be related to lifestyle and environment. You can help reduce your own cancer risk by taking control of things in your daily life. Following is the schedule for the half-hour brown bag lunches to be presented next week by the American Cancer Society. Attend during your normal lunch hour at the location nearest you. 2nd and 3rd shift employees may attend before or after normal work hours at the Taylor Street Training Center.

Building 26-2 conference room on Monday, June 26: 11:36 and 12:06. ACSD cafeteria on Tuesday, June 27: 11 and noon. Building 6-2 conference room on Wednesday, June 28: 11:08. Building 4-5 conference room on Wednesday, June 28: noon. Taylor Street training center on Thursday, June 29: 7:15, 11, noon and 2:45.

Gate closings for 4th of July weekend

All gates will be closed with the exception of the West Broadway and Taylor Street West gates.

Fire drills to take place this fall

Plant Protection Supervisor Ross Houser has announced that fire drills will be held sometime this fall. Details are forthcoming. Remember that a fire emergency is signalled by the continuous rise and fall of the sirens. When you hear the emergency alarm, all employees except volunteer fire personnel should evacuate the buildings. When you hear the siren blast three times, you may return to your work stations. Sirens are normally tested at 8 a.m. each Friday.

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Signature ____________________

Local employees plan to give generously during Food Drive

"I usually give money to the food drive. By giving so much money, the Company matches it. I've given every year to the food drive. The way I see it, there may be a time when I may not have money enough to eat or may be out of a job, and maybe I'll need help. I'd hate to have my kids go hungry. But I have a job. There are some people that aren't as fortunate as I am."

– Mary Head, Tester

"We're collecting canned goods and combining our money to get the matching funds from GE. We've been doing this every year since the food drive started. We think it's a wonderful idea that they have food banks. You see a lot of hungry kids around. You help the churches out by giving. I feel like we're doing something really important."

– Charlie Armstead, Lot Returns, Distribution Center

" Ginny Huguenard, a CSS here, and a couple of others pooled their money last year. She suggested that this year we get the whole office to donate so we can raise enough to get the Company to match it. Through the food bank, we're able to give back to the community. And because the Associated Churches sponsors it, I feel it gets to where it's needed."

– Sue Grossnickle, Administrative Customer Service Specialist

"There's a lot of poor people out there who need our help. Giving to the food drive is for a good cause. I'm giving food this year, but I gave money last year. I've been fortunate. I have a good job here at GE. Although I don't know anyone who's had to use the food bank, I know there are some who've needed it during the flood or maybe a fire, or when they lost their job."

– Olga Medsker, Assembly

Sports Briefs

1989 GE Summer Golf Tournament reminder

Tee off time is 8 a.m. at Norwood Golf Course in Huntington. One cart will be reserved per four-person team. Contact your league manager or Jeff Coffee, ext. 4808, for entry forms. Deadline is July 3.

Top-ranked Stein Bombers suffer first loss

Results from June 14: Blackhawks over Hoggs 9-4, Afterburners beat Stein Bombers 7-5, Hoggs beat Afterburners 5-4. Stein Bombers over Blackhawks 8-5, Thirsty Horde blew out Tom Cats 15-4, Thirsty Horde and Brothers Screen rained out.

Standings top to bottom: Stein Bombers 10-1, Thirsty Horde 7-2, Blackhawks 5-4, Hoggs 5-6, Afterburners 4-6, Brothers Screen 3-5, Tom Cats 0-10.

GE Club Trap and Skeet League honors season's top performers

Team winners are: 1st place – Paul Schram, Dallas Dodane, Russ Rothgeb and Douglas Clay; 2nd place – Keith Dawson, Les Palmer, Charles Culp and Greg Fowler.

Individual winners: Russ Rothget with 94.2% won Top-Gun Trap, Skeet, Scrap and Overall categories; Paul Schram won Most Improved in both Trap and Skeet.

W. Broadway softball rankings unchanged; Putters gain on leader

Team standings as of June 14: Scramblers 20, Putters 17 1/2, Flying Divots 12 1/2, Misfits 10.

Competitor MAGNETEK INC. is the first company to make the Fortune 500 after only three years

Editor's note: The following are excerpts from a recemt article in Electrical Wholesaling describing the growth formula of GEM competitor MagneTek Inc. Notice that GEM and MagneTek share many of the same business strategies. The story also reminds us that Emerson may be our closest competitor, but there are others.

When Frank Perna Jr. looks out his Los Angeles office window, he knows there's a 50% chance that MagnaTek ballasts will fill the new skyscraper under construction just a block away. He also knows that the new building may very likely contain MagneTek motors, controls and standby power generators. In fact, products from the companies that have been put together to form MagneTek Inc. can be found in about half of America's office buildings.

Perna, who came from Wittaker Corp. to MagneTek and became president a year after the company's founding in 1984, has helped to grow MagneTek into the $910 million electrical equipment business it is today. On the Fortune 500, MagneTek ranks as 419...and among the top 10 in sales increases (123% in 1987) and return on equity.

So where does this electrical giant, which some are calling the next GE, go from here?

More growth, certainly.

ACQUISITIONS

Although Perna does not divulge specifics on future acquisitions, he says he wants MagneTek to become a $2 billion company.

Behind Perna's growth plans is the desire to make MagneTek cost-competitive.

To do that, he needs leverage when buying raw materials such as copper. "When I sit down with a copper supplier, I've got substantial negotiating power, based on MagneTek's raw material purchases, and I get some economics of scale. Now I can supply...at a competitive price."

And that's why MagneTek will continue to grow, through acquisitions and a commitment to providing customer satisfaction.

CUSTOMER SERVICE

There's a sign that hangs in Perna's office: Customer Satisfaction is #1. "It's our fundamental policy," he says, almost reverently. MagneTek vows to meet customers' needs today as well as tomorrow.

Perna's concern for customer satisfaction is one that MagneTek's 4,000-plus electrical distributors must share as well. "We see relationships with our distributors as opportunities," he says. "We're all part of a team whose goal is to satisfy the ultimate customer."

Perna practices what he preaches. In a chartered jet, he visits customers at least every other week.

"It's never enough to say, 'We're a good supplier and you're a good customer.' What about tomorrow?"

BIG COMPANY THAT ACTS LIKE A SMALL ONE

Perna and partner Andrew Galef, chairman, are absolutely committed to the electrical equipment industry. "We're not a conglomerate," Perna stresses. "We don't portfolio-manage. We don't want to make ballasts and boots, batteries and rocket motors."

Instead, the focus stays on resources, customers and opportunities within the electrical industry.

WORK OUT

The MagneTek approach to selling electrical equipment is as uncomplicated and uncluttered as the desk in Perna's office. The 50-year-old president...does not even write memos. "I don't believe in them," he says. "If something needs to get done, I just do it. That's how everyone in this company operates."

The only memos he writes are to himself – to remind him to do something.

TEAMWORK

Perna doesn't want to hear the word "employees" either. The estimated 14,000 who work within MagneTek are "associates," because "we all work together as a team."

"I worked for a conglomerate once and hated all the bureaucratic red tape that prohibits growth in the individual as well as the company," Perna declares. "Here we don't have red tape. Just red carpet."

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GE News

Fort Wayne
Vol. 71, No. 26
June 29, 1989

In this issue:

GEM employees discuss last week's article about MagneTek Inc.
See page 4.

Meet GEM's newest FMP graduates.
See page 4.

1/4 Century Club elections ballot inside.
See page 2.

Wondering about Personal Share Statements?
See Briefs, page 3.

Local employees give $16,000 to local food banks

Counting the day's contributions in the Building 18-3 conference room.

Employees with contributions from the GE Foundation gave $16,000 and 820 pounds of food during last Friday's food drive. The total is one of the largest in the drive's seven-year history.

The donations are made to the emergency Food Bank System of the Associated Churches of Fort Wayne and Allen Country. The food will be distributed through the 22 Food Banks located in local churches and neighborhood centers.

"The Associated Churches Emergency Food Bank System served 26,000 people in 1988. Thus far in 1989, the church-based system has served 14,000 Fort Wayne and Allen County residents," according to Pastor Vernon Graham, Executive Pastor of the Associated Churches. "Each and every month 25% to 30% of our clients are new and have never been to a Food Bank. The agency will concentrate their efforts in 1989-90 in providing for all who are in need, but especially the children and the elderly who can't work or provide for themselves. The General Electric gifts will help assure that no one in Fort Wayne and Allen County need to go to bed hungry tonight, or in the days ahead."

GENERAL PERIODICALS
NON-CIRCULATING

Ads

For Sale

Cherry dining room set, *duncan phyfe table w/ 2 leaves, 5 chrs, china cabinet, fitted pads – $650, 485-9711 after 6 pm.*

'87 Firebird, *V6, auto, air – $8,500/offer, 447-3856.*

'66 Chevy truck, *many new parts, runs good – $500/offer, 426-2631.*

Tire on rim, *all new – $30, 175/80R13 Whitewall, 456-8754.*

New pair sturdy galvanized saw horses *– $15, 419-399-3535.*

'78 Honda Hawk, *400cc, 5K mi, mint cond, 432-5858.*

2 lots in Covington Gardens Cemetery *– $295 for both, 424-2343.*

'81 Kawasaki 550 Ltd, *red, 7K mi, ex cond – $500, 428-4619.*

JC Penney's rider mower, *15 yrs old – $65, 745-0145 after 4 pm.*

'68 GTO Convertible, *ex cond, 749-6001.*

'81 Mercury Grand Marquis, *89K mi – $3,000/offer, 627-5289.*

Lot at Jellystone Park, *Plymouth, IN – reasonable, 745-3824.*

'86 Buick Riviera T-type, *loaded, ex cond, 41K mi, must sell, 219-724-2701.*

Boat gas tank , *6 gal full, like new – $20, 419-399-3535.*

Wanted

Southside yearbooks, *'35, '36, '37, '38, '39, '40, 625-4713.*

1800 BTU or above air conditioner, *426-0020.*

For Rent

24 x 40 Building, *NW, near I-69, 30 & 33, ideal for service type business, 489-3704.*

Reservations due Aug. 28 for QCC Outing

Reservations for the 1989 Quarter Century Club Outing can be made at the same time ballots are cast for new officers by mailing in the form below.

The outing will take place Sept. 9 at the Memorial Coliseum. All employees who have 25 or more years of service are automatically members of the Quarter Century Club and are invited to participate in the fellowship, food and door-prize drawings held at the Sept. 9 outing.

Quarter Century Club Outing

Outing: September 9, 1989 Reservation deadline: Aug. 28

(You must be a Quarter Century member to attend & be eligible for prizes.)

☐ **Yes, I will attend**
☐ **Sorry, I can't make it**

Vice President
☐ Helen Miller, Decatur
☐ Helen Deahl, Retired

Secretary
☐ Phyllis Penrose, 4-6
☐ Joan Hoover, 4-6

Directors (vote for two)
☐ Wayne Perry, TS
☐ Dave Begley, Wire Mill
☐ Rudy Wuttke, Retired
☐ Art Rasor, Retired

Signature ____________________

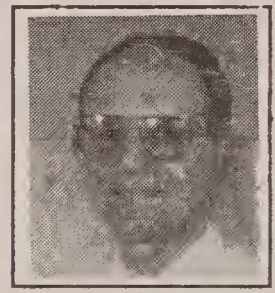
Mail this form to Lee Schnepp, 6615 Rockingham Drive, Fort Wayne, IN 46835.

Miller

Deahl

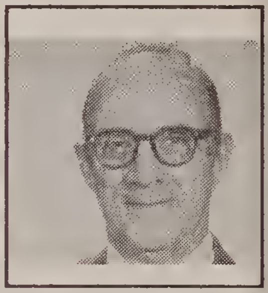
Penrose

Photo Unavailable
Hoover


Perry

Begley

Wuttke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Ads

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

Limit 40 letters please ____________________

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ____________________
Address ____________________ City ____________________
Bldg. ____________________ Home Phone ____________________
Signature ____________________

Winter Street Reunion set

The Winter Street Plant's third annual Reunion will be held Saturday, Sept. 23, at Post 47 on St. Joe Road.

Cocktail hour (cash bar) begins at 6 p.m., followed by dinner at 7 p.m. A band is scheduled to play from 9 p.m. to midnight. Door prizes will be awarded.

The cost is $10 per person. Please fill out the form to the right and mail it with reservation fee to the address listed on the form or return it to one of the following contacts: Minni Benjamin or Elmer Matthews at ACSD; Barb Patrick at Section 14; Dave Winters at Bldg 4; Ollie Reeves at Bldg. 26; and Ruth Bonta at Taylor Street.

Third Annual Winter Street Reunion
Enclosed is $____ for ___ reservations ($10 per person).

Name ______________________________
Address ______________________________
____
Phone ______________________________

Make checks payable to Marge Evans and return this form and check to the contact person in your area, or mail it to Marge Evans, 5623 Old Dover Blvd., Fort Wayne, IN 46835.

Briefs

Personal Share Statements to be mailed September 1

In response to numerous requests from operating components, the Company has decided to add back the Savings and Security Program data to the Personal Share Statement. The Company had previously planned to exclude the S&SP data because it repeated information already included in the S&SP annual statement. The Company is also taking this opportunity to improve the Personal Share Statement by using a high quality data mailer in booklet format. As a result of these changes, the anticipated mailing date has been moved from July 1 to September 1.

Hermetic Motors reunion scheduled

The Hermetic Motors reunion is set for Saturday, November 4, at Geoglein's. The cost is $8 per person. Reservation forms and additional information is forthcoming.

Thirsty Horde takes lead in GE Club Softball League

Results from June 21: Afterburners over Tom Cats 8-7, Afterburners beat Blackhawks 6-4, Brother's Screen beat Tom Cats 13-8, Blackhawks over Brother's Screen 7-4, Thirsty Horde beat Stein Bombers 4-3, Hoggs bested Stein Bombers 4-3.

League standings top to bottom: Thirsty Horde 8-2-0, Stein Bombers 10-3-0, Blackhawks 6-5-1, Hoggs 6-6-0, Afterburners 6-6-0, Brother's Screen 4-6-1, Tom Cats 0-12-0.

GE Camping Club July outing scheduled

Anyone interested in joining the GE Camping Club's outing this month should meet at Merle Stein's Dew Drop Inn in Churubusco on Friday, July 14. The outing is a three-day, two-night event concluding July 16.

View from the floor

What do you think about MagneTek's growth formula?

Last week, the GE News published an article describing MagneTek's business strategies – focusing on customer service, acquisitions, simplifying daily routines and building teamwork throughout the company.

The GE News asked some of its readers how they felt about MagneTek's business strategies and how those strategies relate to GEM's business.

Here's what some of them said.

Mona Prewett, Program Manager – Industrial Customer Service

"It's always good to know what our competitors are doing. That gives us the edge. It's not surprising that MagneTek is doing some of the same things we are. We've all got to do this to survive...especially focus on customer service. The competition is really tough in this global economy."

Lucy Woods, Secretary

"As I read this, I feel as though everyone at MagneTek feels like part of the team. That seems to motivate people. I like how they call their people associates instead of employees. I didn't realize MagneTek was a competitor. I know we're trying to do some of the same things. I'd like to see those strategies work for GE."

Jim Melcher, DC White Armature

"(MagneTek's president) is trying to do away with the same red tape and levels of bureaucracy we have. But we're an old business, and people here are set in their ways, so we have a hard time changing. We can change, and these things can work, but it's going to be a long time – much more than a couple of years to do it."

FMP graduates honored

From left to right: Judy Kostoff, FMP graduate, Dan DeForrest, Manager – Finance Operation, and Judy Roy, FMP graduate.

Graduates of GE's Financial Management Program were honored last week. Judy Kostoff and Judy Roy have successfully completed the two-year program that teaches business and functional leadership.

Students of the program take several courses in accounting, financial reporting, business planning and audit principles. The program concludes with a week-long graduation seminar at the Hudson River Conference Center.

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GE News

Fort Wayne
Vol. 71, No. 27
July 13, 1989

In this issue:

***FAXing information can help GE reduce expensive utilities costs.** See page 4.*

***May's S&SP report.** See page 4.*

*Planning to work during shutdown? See **gate schedule inside.***

***Decatur transfers** welcomed. See page 4.*

***Benefits information.** See page 3.*

Bonus opportunity for all employees announced

All GEM employees and Specialty Transformer hourly and non-exempt salaried employees will get bonuses at the end of this year if Motors hits its internal profit target.

The new bonus plan was announced recently during meetings held simultaneously throughout the Motor Business.

In Fort Wayne, Steve O'Brien, GEM's Vice President and Mike Nicoletta, Manager – Commercial Manufacturing, talked to employees about the new plan and the necessity for GEM to improve productivity.

"We are at a crossroads. Despite our strong sales, our ability to serve our customers and to grow our earnings have been limited by our productivity performance," said O'Brien. "We have a choice now. We can continue to look back, or we can look ahead and redirect our efforts to make this a successful business."

O'Brien said the bonus plan is fairer now because it rewards everyone who contributes to the business.

"We hope the new bonus plan will promote

*see **BONUS PLAN**, page 3*

Hourly employees listen to the announcement of the all-employee bonus plan during an afternoon session at the GE Club.

GENERAL PERIODICALS
NON-CIRCULATING

Ads

For Sale

Window air conditioner, *12K BTU, GE energy saver, 10-pos. ther, 432-0429.*

'87 Firebird, *V6, auto, air, ex cond, must sell, 447-3856.*

Sears 9.0 cu ft freezer*, folding ping pong table, 432-3218.*

DP gym pac 1000 *exercise machine, 432-3218.*

Combo bumper pool and poker table*, 747-4013.*

Sears galvanized stl swing set *w/ 6' slide – $45, 447-2137.*

5 1/2 HP Johnson outboard, *fine shape, 749-2407.*

'81 Toyota Tercel*, good cond – $1,500, 447-5620.*

'77 Honda cyle, *CB, 750K, back rest, A-1 shape, 219-357-5741.*

High chair*, like new, 483-6766.*

Glass fruit jars*, 485-0102.*

5 Firestone radial ATX *P205/75R-15, good cond, 639-3418.*

2 endtables*, ex cond – $35/ea, 484-4827.*

'88 Ninja motorcycle*, ex cond, low miles – $4,000, 432-2368.*

'82 Escort – L, *wg rack, 4-sp, 744-5819.*

Twin hand quilted quilt*, soft peach, new, 219-447-5128.*

Bauer Super 8 movie camera *and se zoom lens, A-1 cond, 744-0773.*

'83 Z-28 Camaro*, loaded, 305 – 5-sp – $5,500, 357-3962.*

Air conditioner*, 15K BTU – $225, 672-8219.*

'81 Honda Accord*, air, PS, PB, 5-sp, 485-4173.*

'88 Grand Am*, quad 4, 16K mi – $8,900, 485-8160 eves.*

15ft fiberglass boat, *mtr, trailer, tarp – $2,250, 623-3184.*

5pc Premier drums, *red, new cymbals, throne, see 2417 Clara Ave.*

Wanted

Pop-up camper*, any cond, free or reasonable, 426-2631.*

Found

Pair cowboy boots *– owner must identify, 428-3046.*

Lindley, E. Broadway gates open restricted hours during Shutdown

All gates will be open their normal hours during GEM's Shutdown with the exception of the East Broadway Reception Center and the Lindley gates.

Employees may enter through the Reception Center between 7:30 a.m. and 5 p.m. and through the Lindley Gate between 6 a.m. and 8:45 p.m. during Shutdown.

Shutdown for Motors employees is during fiscal weeks 31, 32 and 33. Specialty Transformer will not have a Shutdown this year. Plant Shutdown for Wire Mill employees is during weeks 32 and 33.

Want to learn how to look younger, feel better and be **health**ier?

What: Health Fair during which local organizations will offer literature, displays, health screenings, demonstrations and suggestions on topics such as nutrition, safety, cancer detection, AIDS, smoking and substance abuse.

When: **September 25 – 29**

Where: GE Club

Then remember to
Focus on Health...
Coming soon to the GE Club!

Ads

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

Limit 40 letters please ____________________

Check One:

- ☐ For Sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free
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Name ____________________

Address ____________________ City ____________________

Bldg. ____________________ Home Phone ____________________

Signature ____________________

Benefits Information

PAI rates unchanged for new policy year

The cost of GE Personal Accident Insurance (PAI) for both employee and dependent coverage will remain the same for the policy year that began July 1. This is the fifth consecutive year that PAI rates have not changed.

The employee contribution through payroll deduction for each $10,000 of employee coverage is only 4 cents per week for employees paid weekly.

For dependent coverage, the employee contribution through payroll deduction for each $10,000 of coverage is only 3 cents per week for weekly-paid employees.

PAI employee coverage is purchased in blocks of $10,000 up to $100,000 or up to five times annual pay. Spouse coverage is also purchased in blocks of $10,000 and includes $2,000 in coverage for each dependent child for each $10,000 of spouse coverage. Spouse coverage can go as high as $100,000.

Those who wish to begin or change coverage should contact the payroll office in Building 18-1.

Briefs

Close race for first in Softball League

Standings top to bottom as of July 5: Thirsty Horde 12-2, Stein Bombers 12-4, Hoggs 9-7, Blackhawks 7-7-1, Brother's Screen 6-8-1, Afterburners 6-9, Tom Cats 0-15.

Putters widen lead in West Broadway League

Standings top to bottom as of July 5: Putters 29.5, Scramblers 22.0, Flying Divots 21, Misfits 17.5.

Three features help you meet medical deductibles

To help you meet your deductibles applicable to GE Comprehensive Medical Benefits, the plan has three features:

• 3-month carry-over – Any Type B deductible expenses incurred during the last three months of the year are "carried over" and applied to the next year's deductible.

• Common accident – Only one deductible applies to all Type B expenses resulting from an accident in which two or more covered family members are injured.

• Health Care Reimbursement Account – Beginning in 1990, you'll be able to reduce the cost of deductibles by paying for them with tax-free dollars you choose to set aside from your Health Care Reimbursement Account.

BONUS PLAN

from page 1

teamwork and get everyone focused on satisfying customer needs," O'Brien said.

The new plan would pay out $200 to each employee if we achieve our internal target and will grow in increments of $50 for each additional $1 million in net income. Based on results to date, payouts would most likely be in the $200 to $500 range, but bigger bonuses are possible, since the plan is uncapped.

The new plan is effective for 1989 only.

GEM has had to turn away additional business because we haven't been able to satisfy customer demand, O'Brien said. Productivity is running 3% to 4% below last year's levels though sales continue to be strong and plants continue to operate above capacity.

FAX free within Fort Wayne, to Decatur, Linton

Faxing information is a good way to communicate. It's fast and it's accurate.

If you're faxing within the Fort Wayne operations, the fax is free (except for the paper). Faxing to Linton and Decatur is also free due to leased phone lines to these operations.

When faxing outside the free-service area, the per-minute cost of faxing is the same as making a long-distance call. These rates vary from 22.8 cents per minute for Dial Comm Domestic up to $1.63 per minute for international access. Also, remember the darker the page, the longer it will take to complete your fax.

Reducing telephone and other utilities costs is an ongoing challenge for all of us.

Remember... When you fax, is it cost-effective?

May's S&SP Report

Here are the prices used to credit Savings & Security Program accounts in May.

GE stock, $51.176; S&S Mutual Fund, $33.851; U.S. Savings Bonds, 50% of face value; Long Term Fund, $10.964; Holding Period Fund, Money Market Fund and Short Term Fund, all $10.

The year-to-date annual income rates for the HP Fund were 10.0% for investments made in 1986, 9.0% for 1987 investments and 9.6% for 1988 investments.

The year-to-date annual reinvestment income rate in May was 10.0% for the LT Fund, 9.9% for the Money Market Fund and 9.9% for the Short Term Fund.

Decatur transfers welcomed

The following is the latest list of employees transferring from Decatur to the Fort Wayne operations.

Moving to Taylor Street are: Shaun P. Braun, Robert D. Kirchhofer, Elise E. Norwood, Randall E. Ternet, Gail A. Arriaga, Linda J. Metz, Curt L. Hileman, Jeffrey S. Caffee, Bart G. Dyment, Michael L. Evans, Joyce E. Ellenberger, Karen A. Nyffler, Robert A. Thomas Jr., Debra J. McGinnis, JoEllen P. Mogensen, Barbara J. Shoup, Ronald R. Black II, Steve A. Brandt, James E. DeArmond, Carey M. Gater, Christina A. Hauter, Linda L. Hawkins, Debra K. Morence.

Colleen M. Grunden is transferring to Building 4-4 from Decatur.

Located in Building 21
Hours: Monday – Friday
9 a.m. to 5 p.m.

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NATIONAL BANK
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GENERAL PERIODICALS
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GE News

Fort Wayne
Vol. 71, No. 30
July 27, 1989

In this issue:

The next few weeks will be tough. ***But with a little help from their friends, six employees say they can kick the habit.*** *See page 3.*

Important information on changes in ***Short Term Disability*** *processing. See page 3.*

Discount tickets available soon for ***GE Days at King's Island*** *Amusement Park. See page 4 for details.*

Last chance to cast your vote for ***Quarter Century Club*** *officers. See page 2.*

If you're working weeks 31, 32 and/or 33, check ***gate hours*** *on page 4 under Briefs.*

Reminder: GE News will not be published during weeks 31,32 and 33. We'll be back Aug. 24. Have a wonderful vacation!

Customer support consolidation in final phase and on track

Though you may see empty desks and chairs on the sixth floor of Building 4, they won't be vacant for long.

They're reserved for customer service specialists who are moving to Building 4-6 in the final phase of GE Motors' consolidation of Customer Service.

The consolidation, which began in mid-1985, is designed to enhance GEM's focus on customer satisfaction. It is now in its last phase and is expected to be completed by the end of the first quarter 1990.

By moving its sales support staff closer together, Motors continues to improve its service to customers, an ongoing challenge for GEM.

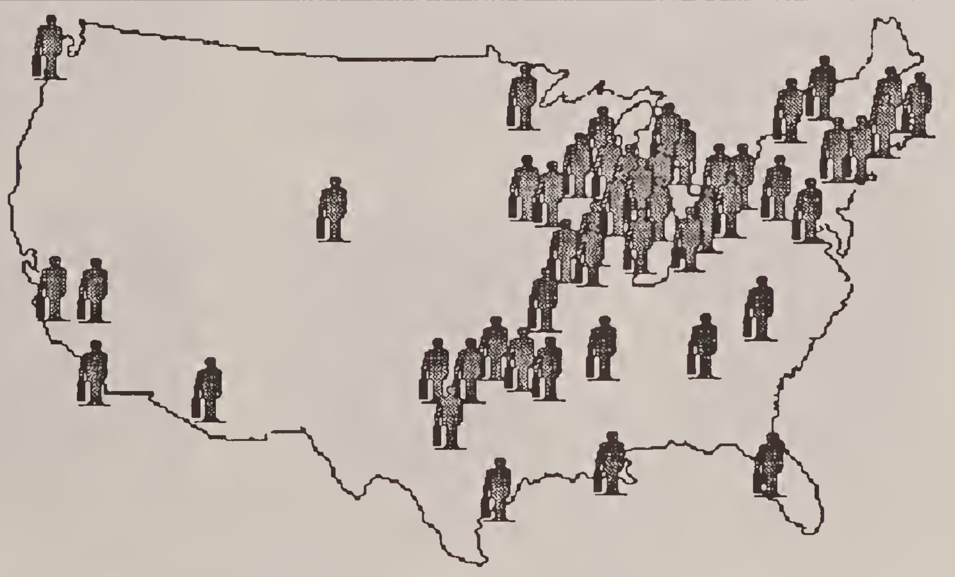
Sales engineers will continue to work out of field offices. The other half of the sales team – customer service specialists – will be moved to Fort Wayne.

"By being located in Fort Wayne, CSS's will have better access to the resources of the business," said Roger Miller, Manager – OEM Customer Service. "Already, we've improved teamwork and our ability to provide better information delivery."

The consolidation was facilitated by significant technological advances and functional changes within GEM over the past few years.

After GEM consoli-

continued
see ***CONSOLIDATE****, page 4*



Each ♟ indicates an office site where at least one Customer Service Specialist was located during the mid-1970's.

By the end of 1st Quarter 1990, all Customer Service Specialists will be located in Fort Wayne.

Ads

For Sale

Arc welder – $125, dehumidifier – $45, 219-239-0056.

Special 20" dbl chain dirt bike, 447-2280.

12doz Kerr & Ball qt canning jars – $2.30/doz, 219-485-6047.

Gas grill, good cond – $20, 747-1315.

Firewood, Remington & Royal typewriter, 456-5571.

'78 red Honda Hawk, new tires, battery, 447-5620.

'87 Firebird, V6, auto, air, ex cond, must sell, 447-3856.

GE '87 air cond, 4200 BTU, 5-10 yr warranty, 484-1748.

Twin pale peach hand quilted quilts, new, 219-447-5128.

'70 Puma fold down camper trailer – $400, 432-3126.

Hospital bed w/ brass headboard, 485-4086.

GE stove – $100, 219-745-4815.

LP gas dryer, '82 escort wagon, 744-5819.

Canon AE-1 camera w/ lens, filters, rewinder, flashes, cases, 625-4369.

'86 14x70 2br mobile home, frig, stove, washer/dryer, 693-2357.

Sofa, green tweed, ideal for cottage/ basement – $50, 484-7482.

GE dual wave microwave system, like new, 219-485-6047.

Lg mouth canning jars – $2.50/ doz, 447-1126.

2 pr blue velvet drapes & bedspread – $15, 432-4268.

Wanted

Sm trampoline – reasonable, 724-9615 after 4pm.

Junk pop-up or fold down camper – reasonable, 426-2631.

For Rent

Myrtle Beach, SC Great Fall **vacation condo**, 2br, pools, 21 526-1258.

Cottage, Jimmerson Lk, avail wkly Aug & Sept, 456-8477 after 3pm.

Found

Watch in GE Club locker rm on June 5, x3514.

Bifocals in 18-5 planning room must identify, x3282.

Reservations due Aug. 28 for QCC Outing

Reservations for the 1989 Quarter Century Club Outing can be made at the same time ballots are cast for new officers by mailing in the form below.

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☐ **Sorry, I can't make it**

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☐ Helen Deahl, Retired

Secretary
☐ Phyllis Penrose, 4-6
☐ Joan Hoover, 4-6

Directors (vote for two)
☐ Wayne Perry, TS
☐ Dave Begley, Wire Mill
☐ Rudy Wuttke, Retired
☐ Art Rasor, Retired

Signature ____________________

Mail this form to Lee Schnepp, 6615 Rockingham Drive, Fort Wayne, IN 46835.

Miller

Deahl

Penrose

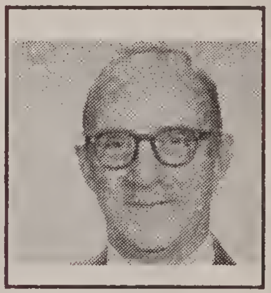
Photo Unavailable

Hoover

Perry

Begley

Wuttke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Name ____________________

Address ____________________ **City** ____________________

Bldg. ____________________ **Home Phone** ____________________

Signature ____________________

Benefits Information

Short-Term Disability processing now handled by Metropolitan; Mailing procedure unchanged for new claims

As part of GE's effort to consolidate Short-Term Disability (STD) payments with the Metropolitan Life Insurance processing system, claims for STD benefit payments will be processed in Latham, NY starting July 31. Checks will be issued by Metropolitan and mailed to the employees' homes.

All new claims for Fort Wayne Motors and Specialty Transformer employees should continue to be mailed to Fort Wayne benefits operation in Building 18-1. Updates to existing claims should be mailed directly to Metropolitan at the following address:

Metropolitan Life Insurance Co.
Attn: Margaret Harris
4 British American Blvd.
Latham, NY 12110-1404

Metropolitan is currently processing claims for all other GE Motors locations except for employees in Indiana and Kentucky. The Indiana and Kentucky locations are the last phase of transferring claim payments to Metropolitan.

Motors and Transformer benefits were paid by the Fort Wayne office through July 23. These checks were mailed July 26. All active claims are now being sent to New York.

Questions or concerns regarding claims can bemade directly to Metropolitan toll-free on 1-800-638-3038. The transfer of these payments to Metropolitan will not affect the quality of service that has been provided in the past.

Hanging tough together to kick the habit

Late at night is when the urge hits him. He picks up a book to read, fidgeting between paragraphs. He paces the floor, puts a straw in his mouth. It's 2 a.m. – another sleepless night.

That's the way Ralph Lautzenheiser, Building 6-3, spent the first two nights after he quit smoking.

"I'm going nuts," said Ralph, who's trying to quit for the first time after 35 years of smoking. He was at one time smoking five packs per day.

Although Marilyn Wright, who works in graphics on 8-2, admits that she wants a cigarette when it's offered to her, she said, "I honest to God thought quitting would be a lot harder."

Kathy Leegardin, Section 14, attended a ballgame. She usually smokes in the stands. This time, she chewed six to seven straws to keep from lighting up. "I chewed them to bits."

These were some of the comments from employees attending a Freedom from Smoking class offered at GE by the American Lung Association.

Congratulations to six employees for their efforts in creating a cleaner, healthier environment for themselves and others.

The class teaches the hazards of smoking and the benefits of quitting.

One smoker figured it costs him $875 per year to purchase cigarettes at one and a half packs per day.

Even though they've been smokeless for just a few days, the employees said they're already feeling physical improvements.

Back row: Ed Evans, Ralph Lautzenheiser, Clark Fagan, Keith Sweers. Seated at table: Kathy Leegardin and Marilyn Wright.

"I feel more relaxed. I can breathe more deeply," said Marilyn.

"I have a lot more energy," said Ralph.

The class also provides a support network to help smokers, once they've quit, stay smoke-free – a difficult path to travel alone.

Most employees in the class said they are getting support, not only from within their class, but among their co-workers as well.

Ed Evans and Keith Sweers, both ACSD employees, were especially thankful to their peers for not tempting them to smoke.

Although they still have a long way to go in their battle against smoke, congratulations to these employees for their efforts in creating a cleaner, healthier environment for themselves and others.

GE Days at Kings Island Sept. 16 - 17; discount tickets available soon

GE will be offering discount tickets for GE Days at Kings Island Amusement Park near Cincinnati. GE Days are Saturday and Sunday, Sept. 16 - 17.

Tickets will be sold on a first-come-first-serve basis through the Building 21 Fort Wayne National Bank branch.

The cost is $6.25 per ticket compared to the regular admission price of $18.95. Children two years old and younger are admitted free. Five hundred tickets are available for each day of the event for a total 1,000 discount tickets for GE Motors and Specialty Transformer employees and their families. There will be no ticket sales at the amusement park.

Tickets will be available beginning Aug. 14 through Sept. 1.

Watch for more information on GE Days at Kings Island in future editions of the GE News.

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CONSOLIDATE

from page 1

dated its five businesses in mid-1985, and as computer and telephone systems advanced, it became possible for GEM to centralize its customer support personnel.

GE Motors was one of the first in the Company to move forward with consolidation of Customer Service. Since our beginning, some 45 centers have opened within the Company employing over 2,000 people.

According to Miller, "The process has not been an easy one, but the tremendous support from our people both in the field and in Fort Wayne has kept the consolidation moving forward and on track."

Briefs

EAP location changed during weeks 31 and 32

Dag Arnold of the Employee Assistance Program will move to Park Center Inc., 909 E. State St., during weeks 31 and 32. You may phone 428-3671 or 482-9111 to contact him. Arnold will be back beginning week 33 in his Building 21 office on his normal schedule.

Lindley, E. Broadway gates open restricted hours during weeks 31, 32 and 33

All gates will be open their normal hours during weeks 31, 32 and 33 with the exception of the East Broadway Reception Center and Lindley gates.

During those weeks, employees may enter through the Reception Center between 7:30 a.m. and 5 p.m. and through the Lindley Gate between 4:45 a.m. and 8:45 p.m. However, Lindley may close as early as 6 p.m. depending on the amount of traffic through the gate after 6 p.m.

Pensioner makes hole-in-one; Putters unchallenged

Gordon Walter sunk a hole-in-one on #9 at the Foster Park Golf Course. He selected a 7-iron and holed out from 129 yards on the par 3 finishing hole. Standings top to bottom as of July 19: Putters-36.5, Scramblers-27, Flying Divots-24, Misfits-22.5.

Summer Golf Scramble results

Played at Norwood Golf Course, final results top to bottom: Wells, Stauffer, Baker, Glover – 57; Baughan, Kroemer, Giese, Murphy – 58; Gottschalk, Phillips, Reas, Patterson – 58; Papai, Hosier, Sodano, Roach – 59; Fischer, Jackson, Spratt, Uncapher – 59; Fogle, Cauble, Geyer, Baughman – 60.

Dispensary hours during weeks 31, 32, 33

Wk 31: Nurse on duty at Taylor Street 8 a.m. to 4 p.m. and second shift 4 p.m. to midnight. Broadway Building 21 dispensary closed.

Wk 32: Nurse on duty at Taylor St. facility 8 a.m. to 4 p.m. No second shift nurse.

Wk 33: Both TS and Broadway facilities open as usual.

GENERAL PERIODICALS
NON-CIRCULATING

GE News

Fort Wayne
Vol. 71, No. 34
Aug. 24, 1989

Inside:

Personal Share Statements coming soon. *See page 4.*

GE a top 10 manufacturing employer. See page 3.

Work-Out to promote speed, simplicity, self-confidence in 1990's

Just as in the 1980's GE's primary challenge was to become number-one-or-number-two in every market it served, "speed, simplicity and self-confidence" are the key ingredients that will guide the Company in the 1990's.

"We saw what bringing these three words to life could do – especially at the upper echelons – as we wrestled with the changes of the 80's," said GE chairman Jack Welch. "Our challenge in the 90's will be to spread them to every man and woman in every business in this company."

To do that, GE has embarked on a companywide crusade called Work-Out. The process is designed to create an environment where every employee in the Company can see and feel a connection between what he or she does all day, and winning in the marketplace – the ultimate job security.

Company dedicated to getting Work-Out

"Work-Out is a new initiative. Its implementation isn't going to occur overnight," said Larry Bossidy, GE vice chairman and executive officer

continued
see ***WORK-OUT****, page 4*

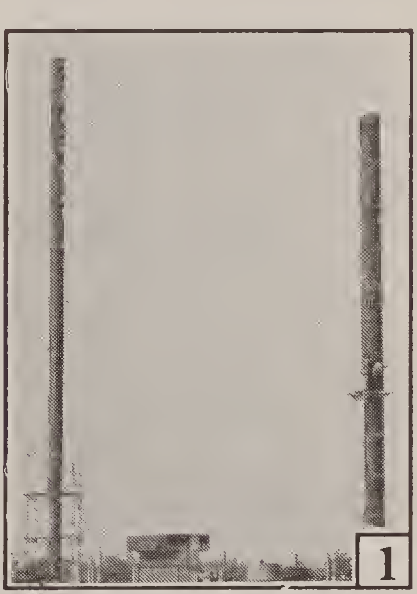
Landmark down

Wire Mill smokestacks removed

The two smokestacks above the Wire Mill's high bay area at Taylor Street had been there since the mid-1940's. But due to technological advances, their use had long been outlived.

Still, it was a nostalgic moment as the helicopter took away the stacks piece by piece during a recent humid morning. Several employees, working over Shutdown at Taylor Street, came out to watch the curious event. Along the

continued
see ***STACKS****, page 2*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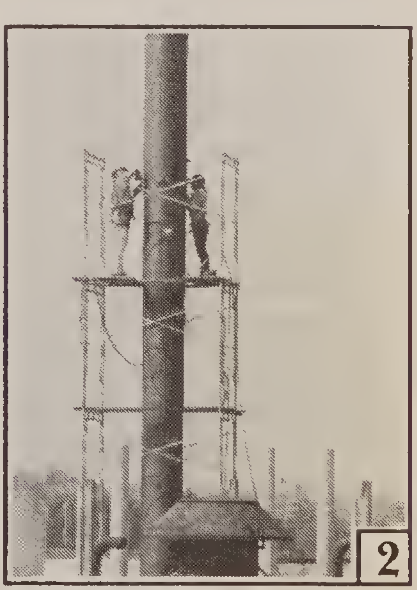
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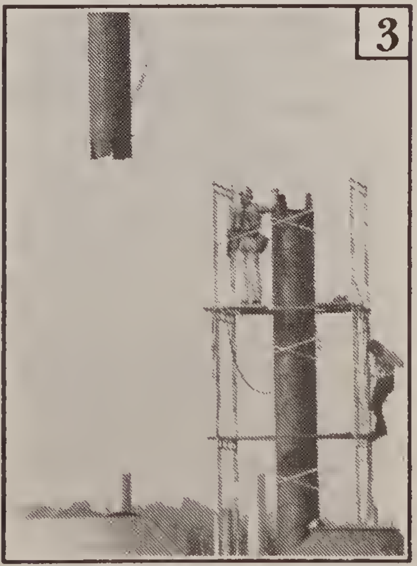
The 102-foot and 80-foot high stacks and their numerous air ducts were built in the 1940's to funnel smoke from the Wire Mill's enameling ovens.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STACKS, from page 1

Powerhouse roof and below the onlookers stood.

The 102-foot and 80-foot high stacks and their numerous air ducts were built in the 1940's to funnel smoke from the Wire Mill's enameling ovens. But as environmental restrictions tightened and technology improved, the smoke stacks were phased out. They've been inactive for more than 20 years.

Finally, GE had to tear them down.

"Anytime you have openings in the roof, it causes maintenance problems," said Alan Hamm, who engineered the project. Removing the stacks and reroofing the area will eliminate those costs.

Their removal and the reroofing of 100,000 square feet surrounding them is the last piece of a larger project to improve the roof over Taylor Street's manufacturing area.

The entire project began in 1983 when Taylor Street's roof was in terrible disrepair. "I remember looking up and seeing the visqueen people used to carry off water that was leaking through the many holes in the roof," said Hamm. "Keeping those smokestacks around could have caused the same problems in the future."

Indeed, the removal of the stacks was somewhat sad to those who don't remember a Taylor Street plant without them. But those who also remember the visqueen roof know that the change is one for the better, if not drier.

Ads

For Sale

GE electric range – $100, 745-4815.

Pecan din rm tbl, chrs (6), hutch, 2 leaves – $300, 432-7416.

Blonde cocker pups, 424-2946 after 4pm, anytime weekends.

Windows, screens 90x55, 90x47, 42x39, alum screen door, 447-3719.

'87 Firebird, V6, auto, air, ex cond – best offer, 447-3856.

Wind chimes – reasonable, 747-4767.

100ft lakefront, furnace, air, dishwasher, deck, 1car garage, 483-7390.

Sears-opedic seafoam box sprg & mattress, new – $125, 745-0261.

Cookbooks, hardback, Woman's Day – $10, 432-4207.

Woman's lefthand golf clubs w/ bag & cart – $80, 432-2647.

Approx 25' of birch kitchen cabinets, good cond, 219-484-4623.

4 Toyota truck rims, 225/75/R15 & 2 tires & rims A7813 Toyota, 747-5461.

'88 Escort LX, HB, 5spd, PS, PB, FI, stereo, 4K mi – $6,250.

Jars for canning – low price, 745-7625.

30ft tower w/4 antennas, CB, FM, TV, police, 483-8347.

'81 Merc Grand Marquis, 88K mi, clean – $2,500, 627-5289.

Golf Clubs, red velvet bed, squad king sz, fishing box, poles, 424-8691.

Clothes dryer – $50, ex cond, 489-5770.

3-whl bike with bucket seat, 747-2271.

Fresh garlic – $2.50/lb, 422-9368 after 4 pm.

Cherry console stereo, 100 watt – make offer, 622-4237.

Color TV, good cond – $50, 489-5770.

'78 Goldwing, full dress, low mi, new tires & battery, 592-7706.

26' camper Starcraft, sleeps 6, furnished, 749-8172.

Trailer on lakefront, leased lot diamond lake – $650, 745-7734.

Air cond, 15K BTU, 220V, featrues – $225, 672-8219.

Craftsman heavy duty 1HP router, never used, 486-4164.

'72 Cutlass, V8, body rough – $200, 428-4819 from 8 am to 4:30.

Yamaha wooden clarinet, model YCL-34, like new – $395, 672-8752.

22' Coachman travel trailer, air, A-1 cond, 424-8887.

19' GE side-by-side, avocado, works fine – $100, 749-4277.

'72 Chevy C-10 pickup, 307 CI, 3spd, needs work, 747-6355.

Picnic table, 40 sq, wood – $35, 2 benches, umbrella & base, 745-0639.

'77 Honda CB750 14K mi, ex cond – $550, 485-0727.

Old oak rocking chair – $100, T-back chair – $40, 745-3513.

Wheelchair, Rolls by Invacare, good cond – $100, 485-4987.

2 Lots Covington Memorial Cemetery, 744-0819.

2 used full-sz violins – $125, $50, excellent for student, 486-4203.

Ladies 27-in Schwinn bike, 5sp, new tires – $40, 432-7153.

'88 GMC 1/2-ton pickup, 5K mi, must sell, 219-833-4381.

5' belly mower for Ford tractor – $250, 622-7196.

Wanted

Pop-up camper, any cond, free or reasonable, 426-2631.

TV repairman at home or workshop, 219-486-1294.

'73 Concordia HS yearbook, 422-1385.

For Rent

Myrtle Beach, SC vacation condo, fall rates, furnished, 216-235-2746.

SW apt, large, 3-rms, redecorated, 1st floor, stove, ref, utilities – $200 & $250/mo, 747-4066.

Free

Fireplace wood, 18", nees splitting, 744-2557.

Shepherd mix, female, 7 months, 422-1385.

70 Red face bricks, 744-2405.

Ads

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

Limit 40 letters please ______________________________

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
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☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________

Address ____________________ City ____________

Bldg. ____________ Home Phone ____________

Signature ____________________

GE picked as one of 10 best manufacturing companies to work for

GE has been named as one of the 10 best manufacturing companies to work for in a nation-wide survey of experts who monitor U.S. manufacturing industries.

The survey was commissioned by the Society of Manufacturing Engineers (SME), which will present each of the 10 companies with the 1989 Award for Manufacturing Excellence. Last year, GE, Apple and IBM received similar awards for the best utilization of advanced manufacturing technology.

Respondents to the telephone survey included officials at engineering search and recruiting firms, engineering college placement directors and faculties, union and association officials, industry editors and consultants.

One common finding in the survey is that the 10 award-winning companies share a similar philosophy about employees, according to Tom Drozda, SME's director of publications.

"Whether they organize them in teams, divisions, units or functions – all 10 companies treat their employees, first and foremost, as unique individuals. Employees are expected to participate and contribute, and they are given the intellectual and personal freedom to do so."

In addition to GE, the award-winning companies are:

Apple
AT&T
Boeing
Digital Equipment
Eastman Kodak
Ford
Hewlett-Packard
IBM
Westinghouse

All 10 companies are profiled in the July issue of Manufacturing Engineering magazine.

Briefs

Elex calendar

Aug. 28 – 1 p.m. Salem United Church of Christ, Lake Ave., Honorettes chapter; **Sept. 18** – 1 p.m. Salem United Church of Christ, Lake Ave., Honorettes; **Sept. 25** – 11:30 a.m., 5 Chapters Luncheon, Hall's Guesthouse, Washington Ctr. Road.

Remember When Club to meet Oct. 30

For women who worked at GE prior to Dec. 31, 1960. The club will meet at Hall's Guesthouse. Begins with cash bar at 5:30 p.m. Dinner at 6 p.m. There will be prizes and entertainment. Those who haven't attended before should contact Ann Partee, 745-2590, Roqua Shideler, 485-3740 or Betty Fulton, 456-5460.

Winter Street Reunion reminder

The plant's 3d annual Reunion will be held Saturday, Sept. 23 at Post 47 on St. Joe Road. Cocktails begin at 6 p.m., dinner at 7 p.m. A band is scheduled to play at 9 p.m. Send your name, address and phone number plus $10 per reservation to Marge Evans, 5623-2 Old Dover Blvd., Fort Wayne, IN 46835, or contact one of the following: Minni Benjamin or Elmer Matthews, ACSD; Barb Patrick, Section 14; Dave Winters, Bldg. 4; Ollie Reeves, Bldg. 26; Ruth Bonta or Tom Pearl, Taylor Street. **Deadline is Sept. 15.**

Thirsty Horde toasting softball victory

Final season standings in GE Club Softball League top to bottom: Thirsty Horde, 14-4-0; Stein Bombers, 13-5-0; Blackhawks, 10-7-1; Hoggs, 10-8-0; Brother's Screen, 7-10-1; Afterburners, 7-11-0; Tom Cats, 1-17-0.

Focus on Health postponed until January

Because September and October are expected to be extremely busy months for production, Focus on Health week has been postponed until January. We hope everyone will plan to participate, as the event promises to provide useful information in helping us all lead better, healthier lives.

King's Island discount tickets going fast

Tickets are still available for GE Days at King's Island amusement park near Cincinnati. GE Days are Saturday, Sept. 16 and Sunday, Sept. 17. Although Saturday's tickets are sold out, about 400 Sunday tickets were still available as of Tuesday.

Tickets may be purchased through the Building 21 Fort Wayne National Bank branch. Discount admission is $6.25 compared to the regular price of $18.95.

Fall Golf Scramble at Cedar Creek Oct. 14

The 1989 scramble is limited to 36, 4-person teams. Entry is $22 per person. Shotgun start at 8 a.m. Contact your league manager or Jeff Coffee for entry forms. **Deadline is Oct. 6.**

Work-Out, from page 1

during a recent Work-Out session in Fort Wayne. "We realize that implementing Work-Out will be a tough cultural change for everyone. But it is something that is needed to help us eliminate unnecessary routines so we can concentrate on adding value. We are going to be relentless to see that Work-Out does take place."

Work-Out tackles bureaucracy at its source

To help smooth this cultural revolution, GE Motors has started taking Work-Out at the top, where most of the bureaucracy is created. Business leaders hold monthly Work-Out sessions. Motors vice president Steve O'Brien, his staff and their secretaries have already begun the process of eliminating the "red tape" from their daily routines. This tackling of bureaucracy at its main source will help speed the Work-Out process.

Work out

GE Motors

Work-Out works hand-in-hand with other initiatives

Work-Out complements many of GE's other business activities and strategies, especially self-direction as it enhances constructive dialogue and exchange of ideas among all employees. Work-Out helps us examine on a continuous basis our systems and processes as we are now doing through Best Practices. Work-Out will eliminate unnecessary work to help us provide better service and quality to our customers, making the Company a more competitive enterprise.

Work-Out is not people out

Employees and the business benefit from Work-Out. The process gives everyone more say in decision-making. It gives employees the opportunity to better understand the business and play a bigger role in it.

"Work-Out is not a process to eliminate people," stressed Roshan Chhabra, Work-Out leader for the Motor Business. "It's a process to empower people, to include them in the decisions that drive the business. Through Work-Out, we can eliminate non value-added activities and create a more agile, more flexible GE Motors. With speed (shorter cycle time), simplicity (less bureaucracy) and self-confidence (empowered employees), we'll all be winners in the 1990's."

Personal Share Statements to be mailed soon

Be on the lookout for your Personal Share Statement. That's the document that gives you information on your level of protection and the financial values of your GE benefit plans as of December 31, 1988. If you were on the GE payroll at year-end, a statement will be mailed to your home in early September.

This year's statement will look different from those you've received in the past. It was redesigned to accommodate the changes in the benefit plans and to make it easier for you to use.

Your personal share statement includes information about:

- the value of your Savings & Security Program
- the value of your Pension Plan
- the value of your health benefits and insurance

Your Personal Share Statement is a valuable document. After you've studied it yourself, it's a good idea to share the information with other family members. And be sure to keep it in a safe place so that it will be readily available for future reference.

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GENERAL PERIODICALS
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GE News

Fort Wayne
Vol. 71, No. 35
August 31, 1989

GE 2nd-quarter earnings up 16%

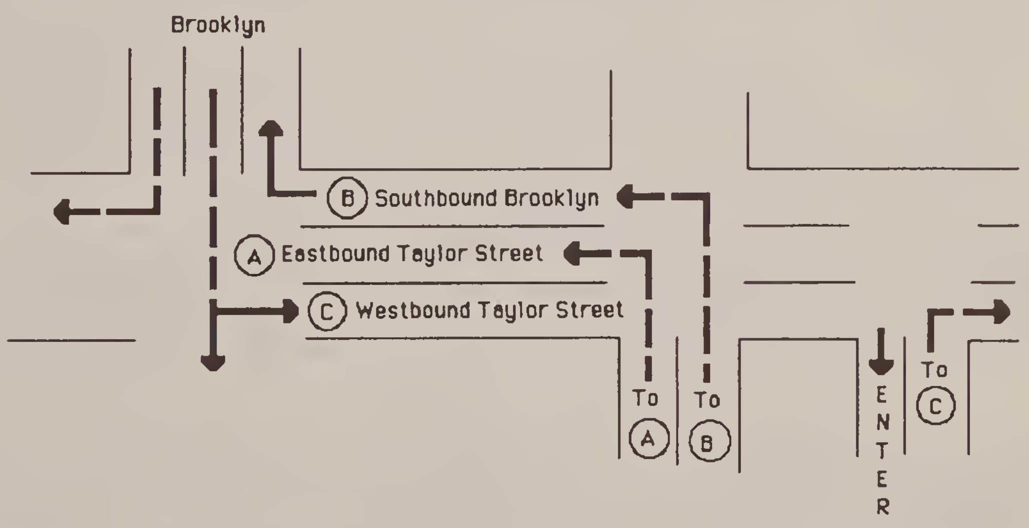
GE's company-wide net earnings for the second quarter of 1989 were $972 million, up 16 percent from $835 million in the second quarter of 1988. Earnings per share in April, May and June were $1.08, also up 16 percent from $0.93 in last year's second quarter.

Consolidated revenues, which include sales of products and services by GE and earned income of GE Financial Services, were $13.5 billion in 1989's second quarter, an increase of 14 percent over the prior year's $11.9 billion.

Continued strong earnings performance was spurred by GE's second quarter operating margin rate of 12.1 percent – a record for any quarter in the Company's history. This performance resulted from sustained company-wide productivity as well as excellent volume increases in many of GE's businesses.

Particularly strong earnings increases were achieved in Plastics, Financial Services, Medical Systems and Aircraft Engines.

Taylor Street has new exit/enter procedures for vehicle traffic



In order to improve vehicle traffic flow in and out of Taylor Street's parking lot during shift changes, some new enter and exit patterns have been implemented and are working smoothly.

The changes are diagrammed in the map above.

Southbound and eastbound traffic is now being diverted to Brooklyn.

These changes are meant to decrease the traffic through the residential area across from the Taylor Street plant and make traffic flow smoother and safer when exiting and entering the plant during shift changes.

Thank you for your cooperation.

Ads

For Sale

Hotpoint electric range *– $50, 436-1542 after 6 pm.*

5' belly mower *for Ford farm tractor, 622-7196.*

Deck boat*, '83, 4 Winns Candia, 17', 115HP Johnson, 486-4490.*

Blonde cocker pups*, 424-2946 after 4 pm, anytime weekends.*

Ottenweiler pups*, 426-8914.*

Moving sale *at Wayne St., ext. Hoagland, Sept. 8, 9, 10, 219-485-6047.*

'85 Kawasaki Eliminator 900*, custom paint, low mileage, ex cond, 744-1122 or 749-0159.*

Sewing machine*, office chair, coffee table, bed, shelves, 483-6625.*

Cocker*, 9 mos., w/ AKC papers – $100/offer, 486-4529.*

1/4HP Stanley *garage door opener, 1-car garage – $35, 484-5030.*

'80 Van*, 8 passenger, ex cond – $5,000/ offer, 426-2322.*

'85 Buick Century*, extra clean, low mi – $4,950, 749-2494.*

Concord grapes*, ready Sept. 15, you pick – $6/ bushel, 424-6826.*

'84 Pontoon*, 20 ft w/ 25HP Evinrude – $2,500 firm, 747-5855.*

Ford Jubilee *w/ front end loader – $2,000, 747-5855.*

Nice fruit jars*, qt & pints, clothes, 488-0102.*

Wanted

Kings Island tickets*, for Sat., 9-16 GE Day, one or two, 432-2237.*

For Rent

Myrtle Beach, SC*, fall/winter 2br vacation condo, 216-526-1258.*

Free

Firewood*, unsplit, 486-7216 after 5 pm.*

Briefs

GE Club Euchre and Pensioners Potluck Schedule

The Euchre club meets at 12:30 on Oct. 3, Nov. 7, Nov. 28, Jan. 2, Feb. 6, March 6, April 3 and May 1.

The potlucks are set for 11:30 a.m. on Oct. 10, Dec. 5, March 13 and May 8. Please bring a covered dish and table service.

Quarter Century Club Outing reminder

The Quarter Century Club outing will be Sept. 9 at Memorial Coliseum. All employees who have 25 or more years of service are automatically members and are invited to participate. Doors open at 9:30 a.m. Refreshments and fellowship to precede the luncheon which is scheduled at 11:30. Drawings for door prizes will conclude the day's events.

Do-si-do at the GE Club

All employees and retirees are invited to the GE Club for free square dance lessons.

Guests of employees and/or retirees may also participate for a nominal fee.

For beginners, lessons begin Friday, Sept. 15 from 7:30 p.m. to 9:30 p.m.

For those already familiar with the basic steps, the more advanced Golden Squares dance every Wednesday from 1 p.m. to 3 p.m. beginning Sept. 13.

According to organizer Carl Brandt, square dancing exercises the mind as well as the body. "Two hours of square dancing is equivalent to four miles of jogging," said Brandt. "Square dancing also teaches one to listen, because the sequence of calls are occasionally changed."

For more information, contact Brandt at 432-1677.

Fall Golf Scramble Reminder

The 1989 Scramble is scheduled for Oct. 14 at Cedar Creek Golf Course. Shotgun start is at 8 a.m. Entry limited to the first 36, four-person teams. Cost is $22 per person. Contact your league manager or Jeff Coffee for entry forms. **Deadline is Oct. 6.**

June's S&SP Report

GE stock, $53.989; S&S Mutual Fund, $35.008; U.S. Savings Bonds, 50% of face value; Long Term Fund, $11.243; Holding Period Fund, Money Market Fund and Short Term Fund, all $10.

The year-to-date annual income rates for the HP Fund were 10.0% for investments made in 1986, 9.1% for 1987 investments and 9.6% for 1988 investments.

The year-to-date annual reinvestment income rate in June was 9.9% for the Long Term Fund, 9.9% for the Money Market Fund and 9.9% for the Short Term Fund.

Elex Club Calendar

Sept. 11 – 5 p.m. dinner at Ceruti's, 5727 Hatfield Road. Entertainment by the Alley Cats to follow. Also, costume contest – two winners to represent Elex at Convention. Cost is $6/person. Reservations due Sept. 4.

Sept. 25 – Five chapter meeting, Hall's Guesthouse. Cost is $7.50. Honorettes to hostess.

Ads

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

Limit 40 letters please ______________________________

____

Check One:

- ☐ For Sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free
- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________

Address ____________________ **City** ____________

Bldg. ____________ **Home Phone** ____________

Signature ______________________________

Free CPR classes offered

Classes in CPR – cardiopulmonary resuscitation – have been scheduled for all interested employees. These classes will be taught by certified Red Cross instructors. Classes are free of charge, but employees must attend on their own time.

If you are interested, register by returning this form to the Medical Clinic, Building 21.

Yes, sign me up for CPR classes! I plan to attend the following session:

______Session 1	Monday, 9/11 Wednesday, 9/13	3:45 - 6 p.m.
______Session 2	Tuesday, 9/12 Thursday, 9/14	3:45 - 6 p.m.
______Session 3	Monday, 9/25 Wednesday, 9/27	1 - 3 p.m.
______Session 4	Tuesday, 9/26 Thursday, 9/28	7 - 9 p.m.
______Session 5	Monday, 10/9 Wednesday, 10/11	7 - 9 p.m.
______Session 6	Tuesday, 10/10 Thursday, 10/13	7 - 9 a.m.

Name ______________________________

Work Location ______________________________

Return to: GE Medical Clinic, Building 21

Gate passes eliminated at Broadway

In the spirit of Work-Out, an initiative to rid people of unnecessary routines, gate passes are no longer required to remove company property from the Broadway facility.

Although gate passes will not be required, routine security inspections will be conducted as usual.

Because Taylor Street is a government contractor, gate passes are still required to remove company material or equipment from its premises.

The following procedures will continue to be followed at Broadway:

- Random vehicle checks will be conducted as well as random lunch box and briefcase checks.
- All coolers, bags and boxes will be checked 100 percent of the time.
- All contractor vehicles will be checked 100 percent of the time.
- Any employee/vendor who removes material and/or equipment from GE premises is subject to a gate audit by Security and may be asked to give their name, name of their manager and business where they work. All employees/vendors are expected to comply with the request for this information. A report of the audit will be sent to management for review.

S&SP Readiloan rate for second half at 9.78%

The annual interest rate charged on S&SP Readiloans applied for during July through December 1989 will be 9.78%. The loan interest rate for this period is based on the rate earned by the Short Term Interest Fund (ST Fund) in May 1989.

The Readiloan interest rate for new loans is set twice each year. The rate for January through June 1990 will be based on the ST Fund's annual rate of income earned in November 1989.

When a participant takes a Readiloan, the money is obtained by liquidating securities from his or her S&SP account. Securities are sold in the following order:

- Securities in your Deferred Pay Account (DPA) savings by year saved. The most recent year's savings are sold first, then the prior year and so on.
- Securities in other S&SP savings by the year saved. The most recent year's savings are sold first, then the prior year and so on. Within each year, these securities are sold by savings category – first from regular after-tax contributions; then from company matching payments; then from income; then from amounts rolled in from other plans, like the GE ESOP; and last from Vacation Banking.
- Within both Deferred Pay and other S&SP savings categories, the order of liquidation is RCA Common Stock Fund, Savings Bonds (excluding those purchased after 1985 with employee after-tax contributions), Long Term Fund, Money Market Fund, Mutual Fund, GE Stock, RCA Fixed Income Fund, ST Fund and Holding Period Fund.

Securities liquidated for the loan are valued at the average price of the security for the calendar month preceding the earlier of (1) the date the signed promissory note is received by the Loan Center, or (2) the date of postmark if the note is returned by overnight U.S. Express Mail.

Local restaurants offer healthy alternatives

The heart sounds out the rhythm of life at an amazing rate of 100,000 beats per day. When one of the arteries supplying blood to the heart muscle becomes so narrowed by a buildup of cholesterol that blood cannot flow freely, a heart attack can result. And heart attacks can kill swiftly and unpredictably.

Our American diet provides an abundance of foods high in fat, cholesterol and salt. These come from whole milk, whole milk dairy products, fatty and processed meats, shrimp, eggs, baked goods and added fats, such as butter, mayonnaise, creams, oils, sauces, salad dressing and lard.

But a new program, Dining with Heart, can help us all lower the risk of cardiovascular disease. Cardiovascular disease results in more deaths in the United States than all other causes combined.

Through the program sponsored by Parkview Memorial Hospital and its Regional Heart Center, local restaurants provide delicious menu alternatives for those who want a heart-healthy diet.

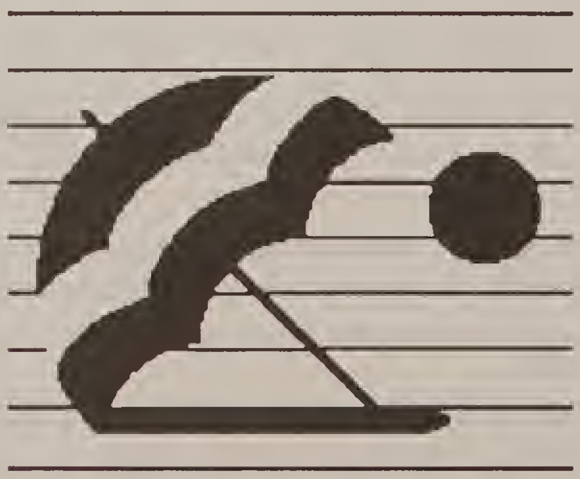
Specially selected area restaurants have developed menus of low cholesterol foods prepared without butter, animal fats, eggs and extra salt. Decaffeinated beverages, lowfat milk and margarine are also available. In addition, the chef can broil or saute seasonal entrees without butter or animal fats at your request. Some daily specials can be prepared according to Dining with Heart standards.

There is no fee for membership in the Dining with Heart program. Contact Parkview Memorial Hospital for information on how to receive your free membership card.

Local participating restaurants

Back 40 Junction
Highways 27 & 33, Decatur
Cafe Johnell
2529 South Calhoun St.
Casa d'angelo
4111 Parnell Ave.
Casa d'angelo
3402 Fairfield Ave.
Cork N' Cleaver
221 E. Washington Center Road
el Azteca
535 E. State Blvd.
The Elegant Farmer
1820 Coliseum Blvd. North
Don Hall's Factory
5811 Coldwater Road
Don Hall's Guesthouse
1313 W. Washington Center Road
Don Hall's Old Gas House
305 E. Superior St.
Hall's Prime Rib
2005 E. State Blvd.
Don Hall's Triangle Park Bar & Grill
3010 Trier Road
Hartley's
4301 Fairfield Ave.
Le Gourmet
3009 E. State Blvd.
Parkview Hospital Cafeteria
2200 Randallia Drive
The Rib Room
1235 E. State Blvd.
T. J. Pasta's
920 Coliseum Blvd.
Takaoka of Japan
305 E. Superior St.
Window Garden
1300 One Summit Square

HAPPY LABOR DAY!



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GE News

Fort Wayne
Vol. 72, No. 37
September 14, 1989

Inside:

Health care series begins this week with an article that asks us to take charge of our health. See page 2.

Transformer employees recently had some fun together away from the office. See photo story on page 3.

Work-Out may mean Work-In at outset

Teams want better communication, more training

GE Motors held its first cross-functional Work-Out session last month. Listening to the presentations, ideas and comments from those who attended, it is obvious – Work-Out is going to take some work-in.

Seven teams presented their ideas for making Motors an agile, more efficient business in touch with its customers.

Speed, simplicity and self-confidence guided their thought processes throughout the two-day workshop.

The teams came up with ideas from increasing cross-functional training opportunities top to bottom, to implementing processes that would complement current initiatives such as CARE and COP-ICS.

"I am impressed with the issues you chose to address," Steve O'Brien, Motors vice president, told the teams. "The overall problem you've chosen to tackle is simply – how do we do our jobs better."

The Work-Out teams have plenty of ideas to improve the effectiveness of the business. And the teams, Work-Out leader Roshan Chhabra and Customer Service Operation Manager Terry Gautsch dedicated themselves to ensuring that these ideas get a chance to work. Following are ideas presented at the session:

> *". . . it's an upfront investment that will pay off."*
>
> *– Steve O'Brien*
> *GE Motors Vice President*

- Changing the sample processing procedures and computerizing the process. The CARE project, headed by Jim Pelletier, now involves sample motors and is being tested by the Commercial Business Team. Getting the process computerized will help rid the business of an enormous amount of paperwork.
- Product structuring and aligning products to better meet market demands. This process has already been started. The 29-Frame motor line is being restructured. Headed by Greg Delaney, Manager – Total Cycle Time, and Mike Windell, HVAC Product Planner, the process eliminated features of the motor that were no longer needed in the market.

The group also suggested development of a product features pricing guide.

- To enhance cross-functional interaction, another group is working to connect all plants via an electronic mail system. They also said they'd like to publish a quarterly project status report, so that everyone could keep track of their progress.

see ***WORK-OUT***
page 4

Understanding the health care system: A good investment in your health

Editor's note: This month, the GE News begins a series of articles aimed at helping you to become a better, smarter consumer of health-care services. By now, you probably know how important it is to GE Motors to manage our health-care costs. What's more important is helping you to purchase high-quality health-care services for yourself and your family. That's the reason for the series. Each article will feature practical tips that can help you choose the health-care services that are right for you.

MASTER HEALTH CARE CONSUMER
You're in Charge

If you wanted to buy something for your home – new wallpaper for example – you'd spend time choosing the right pattern and shopping around for the best brand at a fair price.

What about when it comes to health-care?

Too often, we shy away from well-practiced consumer behavior when it comes to health-care, the most important service we buy. Why? Because most of us think health-care is so complex that we simply don't have the right to question its quality, or how satisfied we are with it.

In fact, we not only have the right, we have the responsibility – to ourselves and loved ones – to be certain we are being served properly, even though the people involved know a lot more about it than we do. The point in asking questions is not to learn as much as the professionals; that's impossible. Rather, the point is to make certain we understand enough to make intelligent decisions.

New choices

In today's medical marketplace, we have more choices than ever before. Advances in technology, treatment alternatives, and increased competition, mean we have to make more decisions. Many health-care services are life saving, others are therapeutic. But some are unnecessary or even harmful. That's why being an informed, active consumer is more important than ever.

Learning about the health-care system takes an inquisitive and assertive attitude. People with this attitude view themselves as active participants in their health-care, and partners with their health-care providers.

For example, when people with an assertive attitude get a prescription from their doctor, they ask how the medicine works. They ask about its benefits, risks, side effects, alternative treatments, generic equivalents and so on. People with a passive attitude, take the prescription to the pharmacy, get it filled, take the medicine and pay the bill. They probably don't know much about how it's supposed to help, or worse, how it can hurt.

It's up to you

According to experts, the more active you are in understanding the health-care system, the better your chances of getting quality care quickly and at less expense.

For example, knowing how and when to use certain medical facilities like walk-in clinics or hospital emergency rooms, how to use your medical benefits, what to expect and not to expect from your doctor, all make you a more knowledgeable consumer.

Taking charge of your health also means safeguarding it in the first place. There are surprisingly few diseases that can be prevented by a doctor. For example, if you are overweight, your doctor can treat the resulting health problems; he or she can't prevent the problem. It's up to you to make lifestyle decisions that will maintain or improve your health.

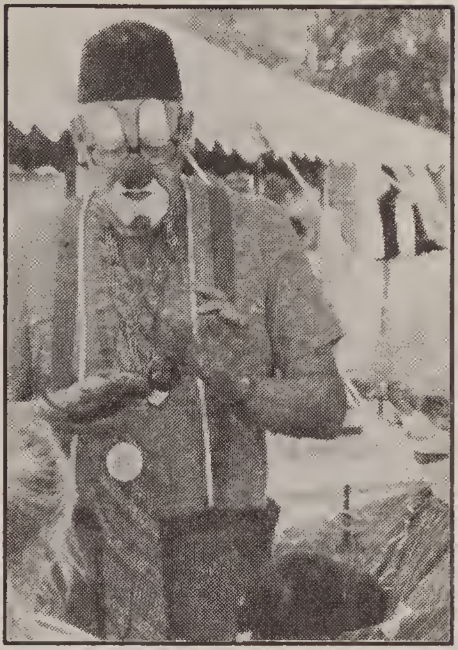
Ads coupons available in GE News office, Bldg. 18-3

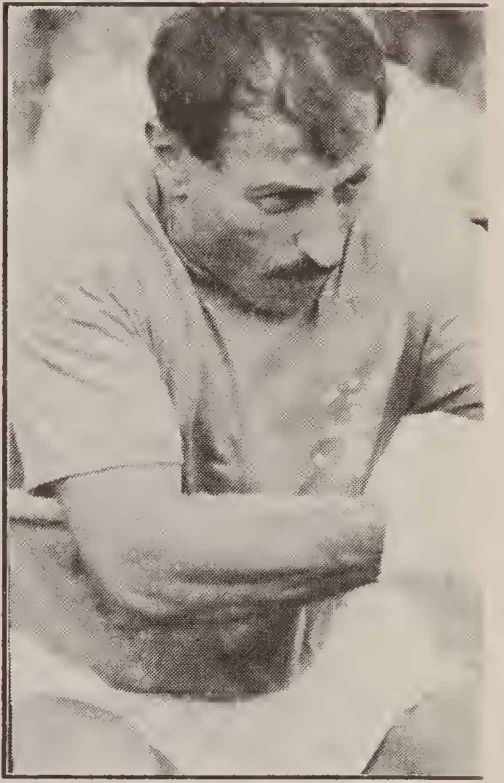
To free up much needed space in our weekly edition of the GE News, Ads coupons normally printed in this space each week will be included only every other week. We hope the slight inconvenience to those wishing to advertise will be offset by the opportunity for the GE News to offer more articles and announcements for all our readers. Coupons can still be obtained in the GE News office, Bldg. 18-3.

Employees and families have fun at annual Transformer picnic

There were games, prizes and big smiles. The picnic was held this year at Hoagland Hayloft. The word of the day was fun – so much of it that you couldn't always tell the adults from the children.

Let's take a peek at what went on ...





Briefs

Table tennis league forming

For the 1989-90 season. You don't have to be a star to enjoy the game. GE Club, 5 p.m. to 6 p.m. Tuesdays and Thursdays. Practice sessions are Sept. 19, 24, 26, 28 and Oct. 3, 5, 12. Questions, call Dale Yoder x3212 or Phil Herrick, 485-5704.

Bingo season opens Oct. 14

1989 remaining dates are Nov. 11 and Dec. 9. 1990 dates are March 10 and April 14. Games are free to all GE employees and family, pensionsers and spouses. 7:30 p.m. in the GE Club.

Women's Golf League announces season winners

Individual winners include: Pat Murtaugh, A-flight; Joan Mitchener, B-flight; Lisa Swain, C-flight; Roxann Shafer, Most Improved Average; Dottie Askren, Lowest Putt Average.

Phyllis Penrose and Lisa Swain are team winners.

Phyllis Penrose is the Three Club Tournament winner.

Sandbagger of the Year goes to Linda Fritz.

Remember When Club to meet Oct. 30

For women who worked at GE prior to Dec. 31, 1960. At Hall's Guest House, the evening begins with cash bar from 5 p.m. to 6 p.m. Dinner at 6 p.m. Entertainment and prizes. Cost is $11.50.

Those who haven't attended before should call Annabelle Partee, 745-2590, Roqua Shidler, 485-3740 or Betty Fulton, 456-5460.

WORK-OUT

from page 1

- Due to the influx of new people into Building 4-6 during the last phase of the field sales support consolidation, training is a big issue with customer service specialists.

This group wants to get a dedicated trainer for the many new CSS's in Fort Wayne, perhaps implementing a one-on-one buddy system. "Self-confidence...that's supposed to be number one, and the new people on 4-6 just don't feel comfortable without the training," said Jim Vardaman. This group's motto: Ease the pain – train!

- Another group is tackling the problem that plagues CSS's each day – accurate communication of motor delivery times to customers. They want a commitment from each plant to provide detailed information on why an order is delayed and an accurate new date of shipment. Group members said that not letting customers know when a shipment will be delayed causes extra work that could be avoided by better communication between customer service and manufacturing people.

- Another group is tackling more efficient planning communication with manufacturing.

- Additional training is vital, said one group. Because of the lack of training, Motors employees tend to make functional decisions instead of business decisions. To solve that, the groups will work to inject more cross-functional job interaction into the business. They plan to do this in several ways, including a shadowing program where a small group of employees may spend one week to one month following someone else's job and perhaps participating in that job. Programs such as these will create well-rounded individuals which makes for a more flexible business, group members said.

These projects will undoubtedly take a great deal of time and effort on the part of these Work-Out teams, but as O'Brien put it, "Although Work-Out may mean work-in at the outset, hopefully, it's an upfront investment that will pay off."

Everyone can help find areas to take work out. Talk to co-workers who have been to the Work-Out sessions. Think about what stops you from serving your customers better and ways to improve the process. Your ideas can help break down bureaucracy and make all our work value-added to the customer.

Celebrating Work-Out

For the first time in more than 20 years, people from Central Customer Service Support and Customer Requirements Planning didn't have to spend part of their weekend – usually Labor Day – doing inventory. Under Work-Out guidelines, Dan DeForrest eliminated the humongous task that would normally create massive overtime for these employees. So this year, they celebrated with a picnic luncheon in the McCulloch Park gazebo.

Ads

For Sale

***'78 Chevy Blazer**, one owner, good cond, 747-7801.*

***5' Belly mower** for Ford tractor – $250, 622-7196.*

***Sewing** machine, coffee table, bed & mattress, exec chr, 483-6625.*

***Fruit jars**, clothes hamper, wh ladies coat, 485-0102.*

***'80 Chevy van**, 8-pass, ex cond – $5,000/offer, 426-2322.*

***'77 Olds Cutlass**, auto, PS PB, air, cruise – $1,800, 244-6569 or 248-2524.*

***'81 Toyota** Celica GT, extras – $2,500/offer, 422-6927.*

***Kitchen cabs**, 4dr, base & sink, 4/w, 424-2773 after 7 pm.*

***42" snow blower**, rear mount, HD frame tractor – $150, 749-9372.*

***Console auto humidifier**, 9 gal – $35, 447-9762.*

***Hideaway bed** & living room suite, A1 cond, 622-7413.*

***Blue grapes**, bring basket – $6/box, 424-4998.*

***Pinball machine** – $100, 622-7196.*

***'77 Pace Arrow motorhome**, ex cond, 747-5463.*

***Fruit jars** – $1.20/dz, 745-7625.*

***'72 Chevy C-10 truck**, 307 ci 3spd, needs work, 747-6355.*

***Alum awning** for patio/trailer, 7'x12', new in July, 456-5134.*

***Honda skooter**, girls clothes, student desks, 484-4938.*

***'87 Firebird**, V6, auto, air, ex cond – $7,500, 447-3856.*

***'79 Olds**, 4dr, new batt, trans, brakes – $1,000, 625-4799 after 6pm.*

***Antique** oak dresser, trunk, 632-4733.*

***'78 Dodge Mados**, ex cond, roof ail & generator, new tire, 744-6595.*

***'81 Datsun King Cab** P/V, diesel, A/C, lo mi – $1,295, 483-2952.*

***One-person sauna**, exercise bike, good cond – 744-9086.*

Wanted

***Adult wheelchr**, good cond, 219-484-9447.*

*49 full-sz Midi comp, Yamaha **synthesizer**, 749-9372.*

***Drummer** for working country band, experienced only, 723-4401.*

For Rent

***N. Myrtle**, SC, hi-rise beach condo, in/out pools, 216-526-9408.*

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GE News

Fort Wayne
Vol. 71, No. 38
September 21, 1989

Inside:

New Flexible Spending Accounts can save you money. See pages 2, 3.

Not enough time? This is worthwhile reading for time saving tips. (First in a series.) See page 4.

Think flexibility when planning career, O'Brien tells trainees

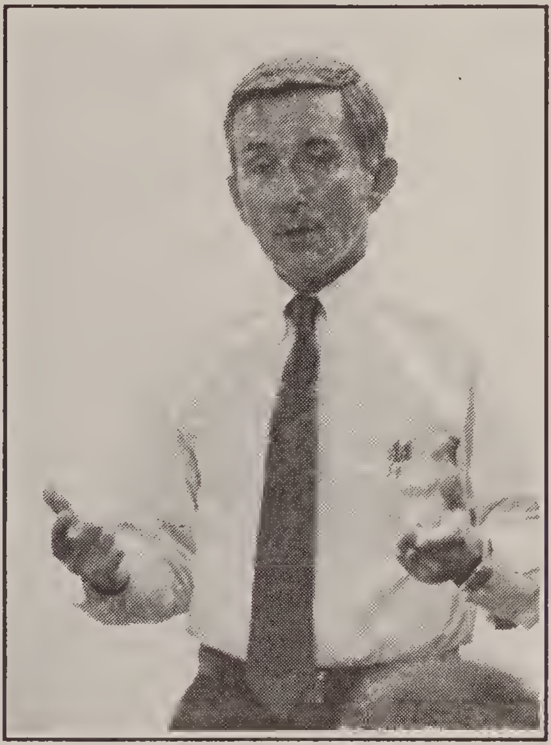
"The key to success is building your skills and thinking broadly about functional opportunities," GE Motors Vice President Steve O'Brien told trainees and co-ops at recent meetings.

"GE Motors is looking for well-rounded employees who aren't intimidated by difficult problems," O'Brien said.

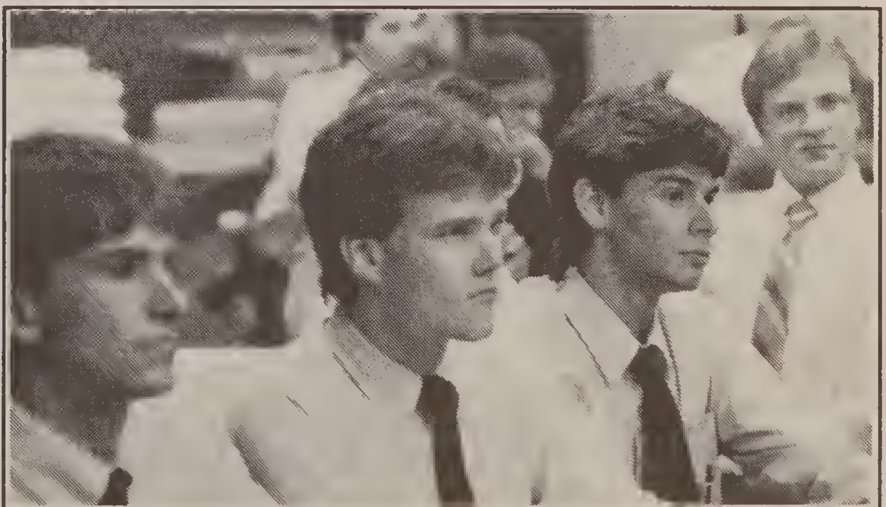
And there are many challenges facing GE Motors as the company tries to change the way it does business, he said. "Motors needs people who are also willing to change." Much of that change is being implemented through initiatives such as Work-Out and Best Practices.

The same can be said about any job, whether on the floor or in the office. Employees who are more flexible, who can do many jobs, create additional opportunities for contributing to the business.

Cross-functional training programs are now in the works to help employees learn more about how others contribute to the business. Knowing what others do helps employees understand better how they fit into business strategies.



O'Brien (left) and members of the Association of Corporate Trainees (bottom photos) discuss careers in GE Motors. O'Brien said the business is looking for employees who are ready to tackle challenging assignments, and who aren't intimidated by the dynamics of the business.



Flexible Spending Accounts ... New benefit can save you money

If you pay more than $100 per year for health care or day care, a new GE benefit can help you pay less in taxes and increase your spending money.

GE's Flexible Spending Accounts (FSA) offer you the opportunity to set aside part of your pay for these costs before taxes are deducted from your paycheck. This means the amount you deposit in your FSA isn't subject to federal income tax, social security and most state and local income taxes. There are two types of FSA's.

Health Care Reimbursement Account

You can contribute from $100 to $2,000 per year – tax free – to your Health Care Reimbursement Account. You can use this money to reimburse yourself for a wide variety of IRS-approved health care expenses for you and your dependents. There are three basic categories of eligible health care expenses:

- Your annual deductible and co-payments under GE medical benefits.
- Costs that exceed GE benefits schedules and payments such as orthodontia, dental fillings, bridges and crowns, eyeglasses and eye exams, hearing aids, substance abuse or psychiatric treatment.
- Health care costs not covered by GE benefits such as routine physical exams, well-baby care, adult orthodontia, routine health screenings like mammographies or cholesterol tests, cosmetic surgery and cosmetic dentistry.

Dependent Care Reimbursement Account

In general, you can contribute from $100 to $5,000 per year – tax free – for dependent care expenses you pay while you are at work. If you're married, your spouse must also work, attend school full-time or be physically or mentally incapable of caring for himself or herself. (Exceptions to the $5,000 maximum contribution exist for some married couples. Refer to the GE Benefits Summary Plan Description book for details.)

You can use your account to reimburse yourself for care provided inside or outside of your home, for qualifying individuals you claim as dependents on your federal income tax return. This includes children under age 13 and dependent adults such as a disabled parent or spouse. It does not include children age 13 or older unless they are mentally or physically incapable of providing for themselves.

Free estimate of savings

In the near future, a worksheet for estimating your expenses will be mailed to your home. If you're interested in participating, use the worksheet to estimate your annual expenses and income for all of next year. After completing it, call the GE FSA Center at 1-800-252-5259 for a free, no-obligation estimate of your tax savings for participating in one or both accounts. (See accompanying gray box for more information.)

Important rules

It's important to understand a few of the rules set forth by the tax law for benefit plans like this one.

Your FSA's are reimbursement accounts. That means you incur your expenses first, and then claim reimbursement from your account. Every dollar of eligible expenses you claim up to the amount of your annual contribution will be reimbursed to you. However, for your personal financial planning purposes, it's important to realize that you can't use your FSA to directly pay your expenses.

Use it or lose it

The IRS requires forfeiture of any funds not used during the plan year. The reason for this is that the IRS is giving participants a tax break. If participants intentionally set aside more in their accounts than they expect to spend just to get the tax break, they will lose any money that hasn't been used for eligible expenses during the plan year.

You can minimize or avoid the risk of forfeiture altogether by conservatively and realistically estimating your expenses.

Annual open enrollment

Once a year, there will be an open enrollment period for the FSA prior to the beginning of the plan year. Each year, during the open enrollment period, you'll be able to start, stop or change your contributions for the following year.

If you decide to participate, your decision is binding for the entire plan year – which is the same as the calendar year. You can't increase, decrease, or stop your contributions during the plan year unless you have a "Qualified Change of Status." Examples of such changes include the addition or loss of a dependent, marriage, divorce or a change in your spouse's employment status. In these instances, you can adjust the amount you contribute within 31 days of the status change.

Savings can be significant

The design of this benefit is new to most GE people. The tax savings and resulting increase in spendable income can be significant. The best way to know if these accounts are right for you is to call the FSA Center for your free estimate.

Just a phone call away

Are you wondering how much you can save in taxes by opening a Health Care and/or Dependent Care Reimbursement Account?

Then call the GE Flexible Spending Accounts (FSA) Center at 1-800-252-5259 for a free, no-obligation estimate of your potential savings. You can contact the Center throughout the open enrollment period – Sept. 18 through Oct. 31, 1989.

To calculate your estimated tax savings, you'll be asked to provide certain information about your expenses and your income. To help you, a worksheet will be included in a brochure mailed to your home during the week of Sept. 18. The worksheet contains simple, easy-to-follow instructions. Be sure it's completely filled out and handy when you call the Center.

If you call from a touch-tone telephone, you'll reach a "conversant system." The system is friendly and confidential. You can call from the privacy of your own home. It is available seven days a week from 6 a.m. to midnight Eastern time. If you call from a rotary or pulse tone phone, or if you need assistance, plan representatives are available Monday through Friday, from 9 a.m. to 5 p.m. Eastern time. (This is similar to the system used in the Savings & Security ReadiLoan program.)

After you've provided some information from your worksheet, you'll hear an estimate of your tax savings. An enrollment form which includes the estimate, along with an information brochure, will be mailed to you within five working days of your call.

Just because you call for an estimate, and even after you receive it in the mail, you are under no obligation to participate. If you decide to participate, however, simply sign and return the enrollment form before Nov. 8, 1989.

Also, if you want to make changes in the enrollment amounts you receive by mail, you can. Just call the FSA Center during normal business hours and speak with a plan representative. Provide the representative with the new information, and your revised enrollment form will be mailed to you.

What's nice about this system is that it can custom tailor an estimate to your situation. That takes some of the guesswork out of deciding whether FSA's are right for you.

Take a few minutes to find out.

You won't know what you're missing unless you call.

Ads

For Sale

***'82 Mercury Lynx**, 1 owner, low mi, AC, PS, nice – $2,695, 436-3814.*

***'89 Geo Metro Lsi**, 8K mi, exc. MPG – $6,000/offer, 489-3547 after 5 pm.*

***'83 Ford Conversion Van**, low mi, good shape, 485-1898.*

***Sit on clothes hamper**, white coat, nice (cheap), 485-0102.*

***Bowling balls**, 2 mens, Lt-48 & col yellow dot – $10/ea, 432-4836.*

***Garage sale**, Oct. 1: 9-6, Oct. 2: 2-5:30, clothes, misc, 456-8384.*

***'77 Olds Cutlass**, air, cruise, auto, 244-6569.*

***Kodak Carousel projector** model 760HZ, 447-6044.*

***'87 Chevy S-10 ext. cab**, 38K mi, ex cond – $7,000, 747-6917.*

***Piano**, Lowrey, w/bench, ex cond, 436-2199 after 5:30 pm.*

***GE full power 40-ch HELP** 2-wqy radio, 424-8691.*

***16' Tanzier sailboat**, sails, rigging & trailer – $1,300, 747-6917.*

***Big prickly pear cactus** – $50, antique rope bed – $275, 489-9453.*

***'77 Pace Arrow motorhome**, ex cond, 747-5463.*

***'81 Buick Regal**, ex cond, low mi, 744-4154.*

***Sofa/sleeper**, 82", neutral – $125, 485-5779.*

***Sofa/sleeper**, good cond, 728-9978 after 5 pm.*

***'87 Volvo 240DL**, 28K mi, silver w/ navy int, 483-0774.*

For Rent

***SW, house**, 3-4br, 1 1/2bath, bsmt, lease – $275/mo, 747-4066.*

Wanted

***Lionel & American Flyer and Marks Trains**, any cond, 724-8011 after 5 pm.*

Ads

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Check One:

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- ☐ Wanted
- ☐ For Rent
- ☐ Free
- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

Limit 40 letters please ______________________

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

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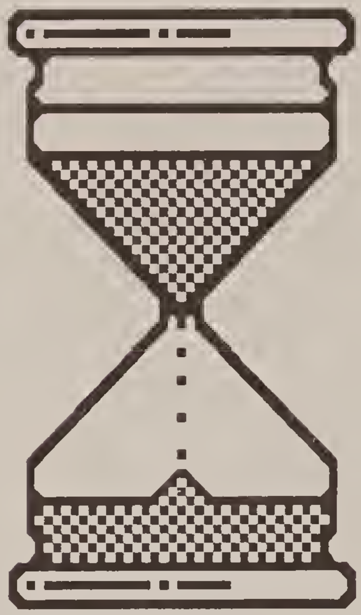
Bldg. ______________ **Home Phone** ______________

Signature ______________________

How to get more done in less time



Want to save time? Read this series!

Reading a book about saving time or attending a course requires a considerable investment of time. In the interest of Work-Out, look for a series of articles beginning this week on utilizing time more effectively.

A word of caution! Saving time involves an awareness of wasteful actions and the discipline of doing many fundamental things well – an exercise of common sense.

Don't expect magic elixirs. There are many ways to improve utilization of time. Each and every time-saving tip will not necessarily have merit for all readers. To a degree, it will depend upon your job responsibilities, personal style and other factors. Some time-savers may conflict with the pressures and demands of the real world, but the integrity of the time saving concepts holds fast in most instances. The point is, there are plenty of good ideas. Capture and use the ones that have value to you.

Major segments in this "How to get more done in less time" series are:

- Time – a critical resource
- Managing yourself
- Planning your work
- Getting organized
- Blocking interruptions
- Handling decisions
- Delegating
- Managing time of subordinates.

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Retirees volunteer for GE News mailings

It has been brought to the attention of the GE News, that many of our pensioners have been receiving their copies of our publication in an untimely manner.

We realize many of our retirees depend on the GE News for important business information, benefits changes, social events and company announcements.

To help meet their needs in a more timely fashion, several pensioners have volunteered to help with the mailings for the next four months.

Pensioner Helen Thieme has graciously accepted the responsibility of GE News-Pensioner Liaison. She will recruit and schedule volunteers for the task of collating editions to mail to pensioners' homes.

Hopefully, the new system will help get the GE News out our door and into your mailboxes quicker. And as you notice a difference in the timeliness of the mailings, let the volunteers know they're doing a good job.

Additional volunteers are welcome. For further details, contact Helen at 447-9342.

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GE News

Fort Wayne
Vol. 71, No. 39
September 28, 1989

Inside:

Speed, Simplicity, Self-Confidence: An interview with Jack Welch. See page 2.

Part II in our continuing series on time management. See page 3.

Participants hope employee car show will be big hit. See page 4.

COPICS – a CMC tool

You've heard a lot about Contemporary Management Concepts (CMC). But what about COPICS and how it fits into the CMC strategy?

See related article, page 4.

First of all, COPICS is Communications Oriented Production & Inventory Control Systems. The system will tie all GE Motors plants to a common computer production planning system so that information is immediately available to all plants. Any changes in schedules, for example, can be immediately accessed by anyone on the system. This reduces cycle time significantly and reduces the frustration of not having the appropriate resources available to meet schedule.

COPICS is a CMC tool. Remember that CMC elements include cycle reduction, employee involvement and total quality.

COPICS Objectives

At a recent COPICS steering committee meeting, members cited the following as their key objectives:

- Return delivery promise date to customer within 24 hours of order receipt for motors which have been previously designed, planned and costed.
- Start production of rush orders for standard motors within 36 hours of order receipt.
- Establish system support to help assure that material is available when needed (rate based material procurement).
- Issue schedules that match the factory's ability to produce.
- Provide user friendly, mistake limiting people-to-system interface.
- Provide a factory systems environment that can tolerate no mainframe access for 24 hours.
- Base implementation at all locations on defined best practices.
- Meet an aggressive implementation schedule.

Teams Investigate 5 COPICS Areas

Although much work has already taken place, the $12 million transition to COPICS by all GEM plants won't be complete until the end of 1992.

The COPICS committee has divided itself into teams to address problems in five areas:

1. Materials and Scheduling. Team includes Jim Dills, Roger Keller, Pat Moylan and Crystal Snowe.

continued
see COPICS, page 4

COPICS implementation target dates

1990		*1991*		*1992*	
Fort Wayne HQ	***May***	*DeKalb*	*February*	*Tell City*	*February*
Scottsville	*May*	*Murfreesboro*	*March*	*Juarez*	*March*
Holland	*June*	*Jonesboro*	*June*	***Taylor Street***	***April***
Singapore-GEHMO	*October*	*Owensboro*	*July*	*Linton*	*May*
Singapore-GEAC	*October*	*Reynosa*	*November*	***Broadway***	***July***
		Springfield	*November*	***FtW-Wire Mill***	***October***

Speed, Simplicity, Self-Confidence: An interview with Jack Welch

The following questions and answers are excerpted from an article that appeared in Harvard Business Review's September/ October 1989 edition.

What makes a good manager?

Jack Welch: I prefer the term business leader. Good business leaders create a vision, articulate the vision, passionately own the vision and relentlessly drive it to completion. Above all else, though, good leaders are open. They go up, down and around their organization to reach people. They don't stick to the established channels. They're informal. They're straight with people. They make a religion out of being accessible.

What makes an effective organization?

It must be simple. For a large organization to be simple, its people must have self-confidence and intellectual self-assurance. Insecure managers create complexity. Frightened, nervous managers use thick, convoluted planning books and busy slides filled with everything they've known since childhood. Real leaders don't need clutter.

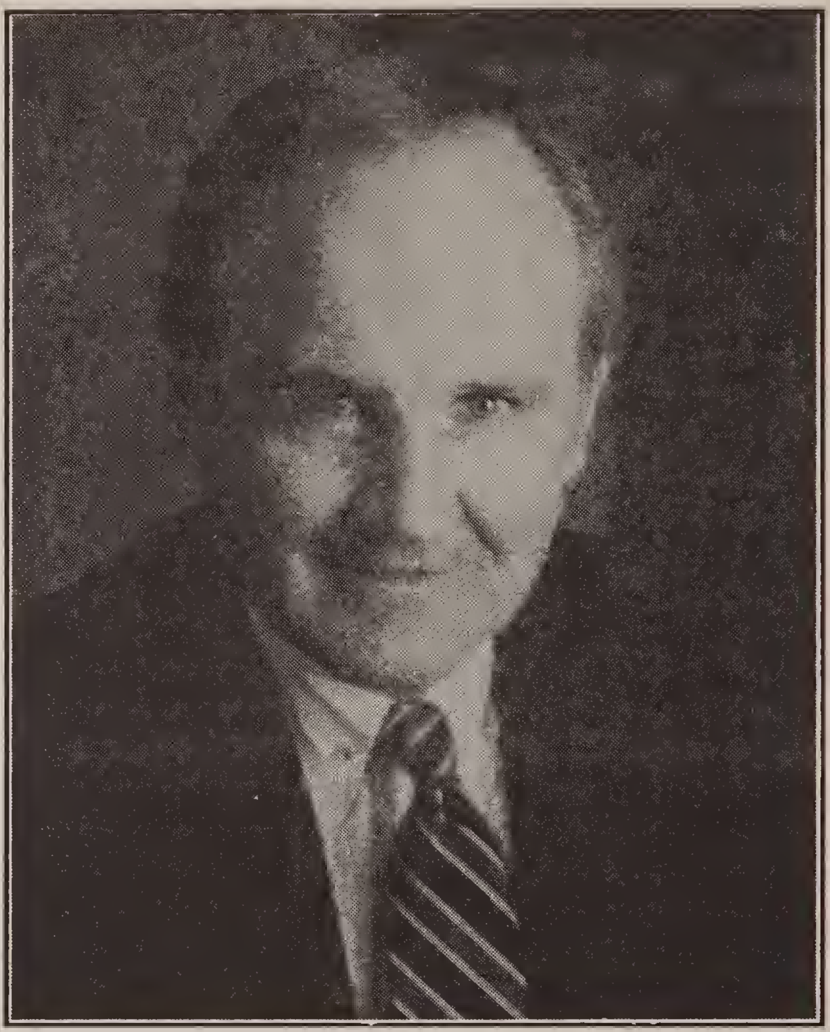
Soon after you became CEO, you articulated GE's now-famous strategy of "number one or number two globally." Was that an exercise in the power of simplicity?

Yes. In 1981, when we first defined our business strategy, the real focus was Japan. The entire organization had to understand that GE was in a tougher, more competitive world, with Japan as the cutting edge of the new competition. Nine years later, that competitive toughness has increased by a factor of five or ten ... Europe is a different game today. There are great European businesspeople, dynamic leaders, people who are changing things. Plus you've got all the other Asian successes.

So being number one or number two globally is more important than ever. ...But scale alone is not enough. You have to combine financial strength, market position and technology leadership with an organizational focus on speed, agility and simplicity.

That brings us to Work-Out, which you've been championing inside GE since early this year. Why are you pushing it so hard?

Work-Out is absolutely fundamental to our becoming the kind of company we must become. ...We're not going to succeed if people end up doing the same work they've always done, if they don't feel any psychic or financial impact from the way the organization is changing. ...We want to build a more creative environment, a freer work atmosphere, with incentives tied directly to what people do. ...Ultimately, we're talking about redefining the relationship between boss and subordinate. I want to get to a point where people challenge their bosses every day. ...That's the job of a leader – to create, not to control. Trust me to do my job, and don't make me waste all my time trying to deal with you on the control issue.



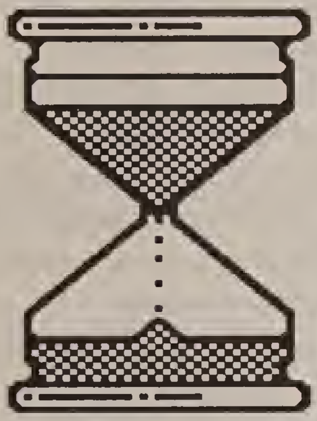
John F. (Jack) Welch, Jr.
GE Chairman and CEO

When will you know whether these changes have worked? What's your report card?

A business magazine recently printed an article about GE that listed our businesses and the fact that we were number one or number two in virtually all of them. That magazine didn't get one complaint from our competitors. Those are the facts. That's what we said we wanted to do, and we've done it.

Ten years from now, we want magazines to write about GE as a place where people have the freedom to be creative, a place that brings out the best in everybody. An open, fair place where people have a sense that what they do matters, and where that sense of accomplishment is rewarded in both the pocketbook and the soul. That will be our report card.

Time – a critical resource



Part of a continuing series of articles that explains *How to get more done in less time.*

When asked if they have enough time, most people answer with a resounding "NO." It's hardly a surprise, especially when you consider steps taken over the last several years in GE Motors to delayer and combine jobs. In general, doing more with less promotes our ability to be a strong competitor by reducing costs.

Although people feel they do not have enough time, the critical fact is that there isn't any more of it. Time is a unique resource. It can't be accumulated like money or stockpiled like raw materials. We are forced to spend it – and at a fixed rate. It is irretrievable. Therefore, the answer to getting more done in less time is not managing the clock, but managing ourselves.

There are many reasons we do not use time efficiently. When asked what these are, respondents tend to focus on external factors such as telephone calls, meetings, visitors, paperwork, employees with problems, etc. The fact is, however, that we ourselves are often the cause of time delays. These delays may result from:

- Unrealistic time estimates
- Procrastination
- Lack of organization
- Failing to listen
- Not delegating
- Inability to say NO
- Snap decisions
- Blaming

The point is, in each of us lies the major causes and solutions to time management. At the heart of time management is management of self.

Next week: *Managing yourself.*

July's S&SP Report

Here are the prices used to credit Savings & Security Program accounts in July.

GE Stock, $55.069; S&S Mutual Fund, $35.884; U.S. Savings Bonds, 50% of face value; Long Term Fund, $11.389; Holding Period Fund, Money Market Fund and Short Term Fund, all $10.

The year-to-date annual income rates for the HP Fund were 10.0% for investments made in 1986, 9.1% for 1987 investments and 9.7% for 1988 investments.

The year-to-date annual reinvestment income rate in July was 9.9% for the LT Fund, 9.8% for the Money Market Fund and 9.9% for the Short Term Fund.

Broadway Hermetic Motor Reunion

The 5th Annual HMO Reunion will be held Saturday, Nov. 4, at Goeglein's on Maysville Road.

Dinner/social time begins at 6:30 p.m. There will be a drawing for prizes. Music begins at 8 p.m. until 11 p.m. Cost is $8/person. Return the reservation form at right by Oct. 25.

5th Annual HMO Reunion Reservation

Enclosed is $__________
for ______reservations
($8 per person).

____
Name

____
Guest's name

____
Home phone

Make checks payable to Martha Musselman. Return this form and check to Sally Eichhorn, Bldg. 4-5; Ed Evans, ACSD; or Martha Musselman, 1300 Daly Drive, New Haven, IN 46774.

Ads

For Sale

***'84 Tempo**, 44K mi, ex cond – $2,900, 486-1671.*

***Yamaha organ,** contemporary wood design, 432-0393.*

***'83 Nissan Sentra**, clean, 4-spd, AM/FM cassette, 744-5844 after 5pm.*

***Mac 110 chainsaw** plus 2 spare chains, 632-4001.*

***Dayton split phase AC motor**, 1/3HP, V115, like new – $30, 422-4171.*

***Weight bench & DP300 exercise machine** – $30/ea, 447-4862.*

***2-pc luggage**, good cond – $25, 424-8691.*

***'77 Coachman Cadet self-contained travel trailer**, 219-638-4626.*

***'77 Pace Arrow class A Motorhome**, low mi, 747-5463.*

***Used tires**, mounted 3-F70x14, 2-G78x14, 745-7603.*

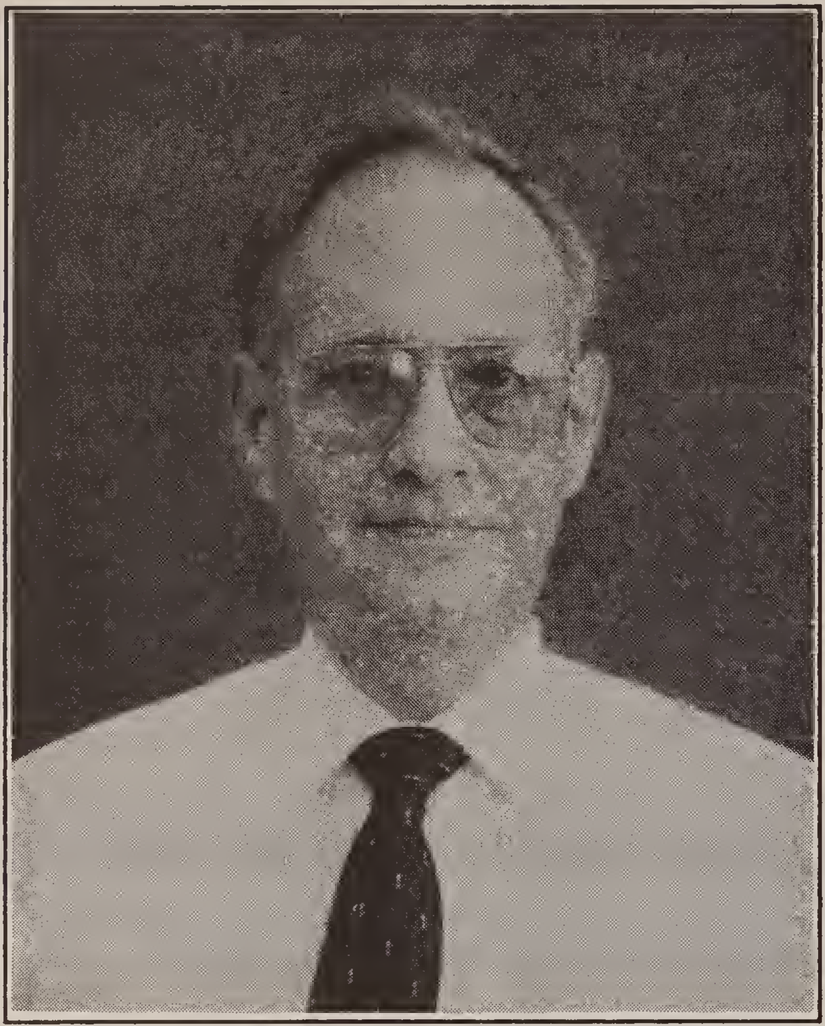
***VCR beta**, ex cond, 6 yrs old – $100, 672-8702 after 6pm.*

Wanted

***Lionel & American Flyer and Marks trains**, any cond, 219-724-8011 after 5pm.*

***'72 Northside yearbook**, 447-6501.*

COPICS only part of the cure, says Boyd



The real cure for production planning problems is the implementation of Best Practices throughout the business.

– John Boyd, Program Manager
Contemporary Management Concepts (CMC)

"There's a perception that COPICS (Communications Oriented Production & Inventory Control Systems) can fix problems like bad scheduling problems or make sure that plants have enough parts to make its motors. That's just not the case," said John Boyd, program manager – Contemporary Management Concepts (CMC).

"What COPICS will do is make the system more efficient," he said. "But if, for example, you've got a poor flow system in your factory creating quality problems and lengthy production cycles, COPICS will make the system a little better, but it certainly won't make it perfect.

"COPICS is a tool that can help us manage our production planning, but it won't create miracles. The real cure for production planning problems is the implementation of Best Practices throughout the business.

"Best Practices means continuous improvement, employee involvement, process control and high-velocity manufacturing. The bottom line is – Best Practices means survival," said Boyd.

"Best Practices combines techniques used by the best manufacturing companies in the world. It will standardize the many ways we do business at GE Motors. For example, over time, every Motors plant will use the same approach to part numbers, bills of material, assembly procedures and cell manufacturing teamwork. By removing all the unique aspects of manufacturing, we unify the plants and create productivity gains. Of course, part of that unification involves the implementation of COPICS. That's why we intend to implement Best Practices in a plant before that plant will get COPICS," Boyd said.

"We want to have the most efficient, most cost-effective, most competitive plants in the world," he said. "Success depends on all of us. Best Practices is a great set of tools – one of which is COPICS. But it won't do anything all by itself – Best Practices needs you."

COPICS, from page 1

2. Product Structure. Team includes Don Anderson and Felipe Saucedo.
3. Shop Floor. Team includes Steve Clark, Greg Pierce, John Pinnington and Garry Stonehill.
4. Product Cost. Team includes Bill Beevers, Dom DiFabio and Steve Hambrock.
5. Purchasing. Team includes Freeman Rohlfing and Dan Jenkins.

As the chart above shows, the teams have an aggressive schedule for implementation. They are now preparing to visit all Motors plants. They'll be touring and talking with plant workers to find out how COPICS can best fill their needs. As they do so, the GE News will publish articles to keep you informed of their progress.

Employees show off cars

Ten to 15 antique and custom cars will be on display Friday, Sept. 29 along the inside of the fence between the East Broadway and Lindley gates.

The cars belong to local employees, who say they hope it is the first of many such shows at GE Fort Wayne. Also, a big thank you from the participants to the people who gave up their parking spaces for the day and making the show possible.

Should Friday's weather be uncooperative, a rain date is planned for Oct. 13.

GENERAL PERIODICALS
NON-CIRCULATING

PERIODICALS RECEIVED

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Allen County Public Library

GE News

Fort Wayne
Vol. 71, No. 40
October 5, 1989

Inside:

Part III in our continuing series on time management. See page 4.

Personal Share Statement informs

Q: What is a "proportionate company payment?"

A: It is the 50 percent company matching payment that GE adds to your S&SP account. You can elect to invest from 1% to 6% of your pay (7% after three full calendar years in the program) as Basic Savings. For each dollar of your Basic Savings, the Company adds 50 cents.

Q: What, if any, is the holding period for Savings & Security Program investments?

A: There is no longer a holding period to qualify for the Company matching payment. The three-year holding period was eliminated at the beginning of this year. Now you immediately qualify for the matching payment GE makes on your S&SP savings. And your savings are more accessible through the liberalized withdrawal rules and the new "ReadiLoan" provision.

Q: Can I withdraw my S&SP savings at any time I wish?

A: You can withdraw your regular aftertax savings any time for certain qualified reasons as listed in the GE Employee Benefits Summary Plan Description – such as serious personal or family emergencies, purchase of a primary residence, educational expenses and layoff. In some

continued
*See **STATEMENT**, page 2*

Important: Retain your PSS for future reference

"It's easier for me and others who administer benefits to answer your questions if you have your Personal Share Statement with you," said Homer Jennings, Benefits Administrator. "It's very important that you keep this document."

When you received your Personal Share Statement last month, you noticed that it has a new format.

According to Jennings, the new format is designed to be easier to read and understand.

The new format also includes a comprehensive list of toll-free telephone numbers for employees needing benefits assistance, something the old format didn't have. "The phone numbers are useful anytime you have a question about your benefits," said Jennings. "Keep them handy for future reference."

STATEMENT, *from page 1*

cases, you can also withdraw the Company matching payments and income. If your withdrawal is not for one of the qualified reasons, you can only withdraw regular aftertax contributions (and matching payments and income) which have been in the plan at least two full calendar years. For example, 1986 savings can be withdrawn this year or later. Savings made in 1989 cannot be withdrawn until 1992 except for emergency reasons. Special rules for withdrawing 1987 and 1988 savings in 1989 are described in the Summary Plan Description.

Q: Do I receive the whole 50¢-per-dollar Company matching payment as soon as my contributions are credited to my S&SP account?

A: Yes. This money is added to your savings account and will be reflected in your Personal Share Statement.

Q: Why is there a 10% additional federal income tax on my withdrawal if I'm under age 59 1/2?

A: The Tax Reform Act of 1986 imposed a 10% additional tax on the taxable portion of any withdrawal from a "qualified plan" prior to age 59 1/2. This is similar to the 10% additional tax imposed on withdrawals from an Individual Retirement Account (IRA). S&SP and the savings plans of other companies are "qualified plans" because company contributions and income on employee and company contributions are free from income tax until they are paid out. Congress intended to discourage withdrawals prior to age 59 1/2.

Q: Can I make withdrawals from my Deferred Pay Account savings?

A: Yes, but only for an immediate and heavy financial need if you do not have other resources reasonably available to meet the financial need. The GE Employee Benefits Summary Plan Description lists the needs which qualify for a withdrawal of Deferred Pay. It also explains what is required to prove that you do not have the resources to meet that financial need.

Q: Where can I call to see how much I have available for a loan under the ReadiLoan provision?

A: You may call toll-free number 1-800-432-4313 with questions about loans, whether you are planning to take a loan or not.

Q: If I were to leave GE, could I continue to make contributions to my S&SP account?

A: No.

Q: Will I receive interest and dividend income on my savings in the Plan after I leave GE?

A: Yes. You will receive the same interest and dividend rates as active employees.

Q: How can I keep track of what my S&SP investments are worth from time to time?

A: Current prices for most of the S&SP investments can be found in the financial pages of most newspapers. The closing price of GE stock shares is listed under the New York Stock Exchange issues; prices for the S&SP Long Term Fund and Mutual Fund are listed in the

Classic Car Show a big hit

Members of Broadway's "Now you Know" committee (pictured above) organized GE Fort Wayne's first Classic Car Show after one employee brought a refurbished car into work. The idea caught on, and last Friday, more than 10 employees brought their cars in for show.

mutual fund section under "General Electric Investments." The Money Market Fund and HP Fund maintain a constant unit value of $10. The unit value of the Short Term Fund has also been $10 since it was introduced in January but is subject to change. A report on all S&SP monthly investment prices is also published periodically in GE employee newsletters.

Q: How much have employee pension contributions been reduced?

A: Employees now contribute 3% of annual pay above $25,000, instead of $14,000 as previously. This reduction of an additional $11,000 of earnings that are free from pension contributions results in up to $330 additional "take-home" pay for full-time employees, which could be invested in S&SP or privately to provide additional retirement income. The reduction in employee pension contributions was only one of the improvements in the redesign of the Pension Plan, which offfered something for almost everyone. Others were the new Personal Pension Account that can be used in several ways to provide retirement income and offers flexibility in its payment, a two-stage improvement in the table of guaranteed pensions, higher career-annuity pensions through enrichment of pre-1988 service credits, earlier vesting, plus early retirement supplements and options for eligible employees.

Q: Will I receive any pension if I work for GE less than five years?

A: Employees who leave the Company after they reach age 60 have a vested right to a GE pension even if they have less than five years of Pension Qualification Service. Employees under age 60 who leave GE with less than five years service usually elect to withdraw their pension contributions plus interest earned.

Briefs

Donations to Hurricane Hugo relief effort eligible for matching

GE employees and retirees who contribute $15 or more to aid in the rescue and relief operations resulting from Hurricane Hugo can have their tax-deductible gifts matched through the GE Foundation's "More Gifts ... More Givers" program.

Checks should be made payable to American Red Cross and include a notation, "For the Hurricane Hugo Relief Fund." Mail the check with a completed "More Gifts ... More Givers" form to the following address:

American Red Cross
P.O. Box 37243
Washington, DC 20013
Attn: Hurricane Hugo Relief Fund

"More Gifts ... More Givers" forms are available from your Employee Relations office.

GE Foundation President Paul M. Ostergard said, "GE employees and retirees have responded generously in past disaster situations, and we hope the 'More Gifts ... More Givers' eligibility will help encourage their support in this instance."

GE Trap and Skeet opens season Oct. 11

GE Trap and Skeet League opens this winter season Oct. 11 at Bentz Shootery, Roanoke.

Any interested male or female employee, retiree or GE affiliated family member and friends 18 years and older are welcome to join this league. Contact one of the following league officers for more information: President Bill Branstrator, 485-8660; Vice President Fritz Krotke, 432-2237, or Secretary-Treasurer Bart Ruch, 747-1804.

Ads

For Sale

Garage door opener, *water softener – 432-9871.*

Gas wall furnace, *60K BTU, 424-7474.*

Antique stove, *nickel-plate trim, 32in base, 5ft hi – $800, 244-7566.*

'81 Chevy Malibu, *1 owner, low mi, good cond – $1,800, 637-3078.*

Dehumidifier, *furnace mounted, new in box, 3K sq ft house – $100, 637-8615.*

4 lots, *Covington Mem. Cemetery, 484-3262.*

Lawn mower, *bought in April – $75 cash, see 1705 Kenwood, FtW.*

20 gal aquarium, *complete – $150, 485-5214.*

'81 Buick Regal, *ex cond, low mi, 744-4154 after 5pm.*

2 blond studio couches, *blond corner table, 426-6503.*

Sofa/chair, *matching, good cond – $250, 484-8775.*

Luggage, *1 28" soft, 1 flight bag, lt blu, like new – $25, 749-8888.*

Travel trailer, *26', Starcraft Deluxe, furnished, 749-8172.*

Windows, *1-38h x 35w, 1 dbl 38x70 w/alum storms, 1-6' metal patio door, 637-3883.*

'78 Ford Futura, *ex cond, 6cy, air, auto, ps, 2dr – $900, 745-0639.*

2pr men shoes, *9 1/2 C, 9 med, 1 pr 10D, 424-8691.*

4 lots, *Covington Mem. Gardens – $500 for all, 219-747-4035.*

'78 Ford truck, *F250, 6cyl, 3spd, radio, power brakes/steering, br/tan, 3/4ton, nice, 489-0621 or 484-8895.*

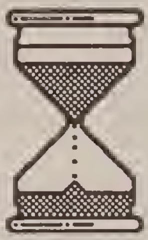
Wanted

Lionel *& American Flyer and Marks trains, any cond, 219-724-8011 after 5pm.*

Lady *to help w/ light housework, 432-0398.*

Mopar *426 Hemi car for restoration, any model, '66-'71, 485-0825.*

Managing yourself



Part of a continuing series of articles that explains *How to get more done in less time.*

It's your time that you are spending. You should be its master and not let it master you.

Leadership style can be a factor in the efficient use of time for you and people with whom you work. While not easy, a realistic self-appraisal of leadership style is in order. Are you excessively oriented toward any of the following leadership styles?

Task and achievement orientation

A strong need to finish tasks personally because it provides a sense of self-worth . . . too much energy is devoted to doing rather than leading. Work is not accomplished through others.

> ***The most difficult part of managing ourselves is truly understanding how our personal style of interacting wastes time.***

Leadership, dominance and decision orientation

Strong impulses to play the hardhitting leader role, dominating and controlling others. With a penchant toward a "take charge" role and quick decision-making, this leadership style also fails to make effective use of the organization.

Impulsive and physically energetic orientation

Fast-moving, energetic, action-oriented people who see the leader's role as that of a "shaker and mover." They are often extremely active, making impulsive decisions and having a disruptive effect on those around them.

Socially warm and personal orientation

People who are high in a need to be noticed, enjoy social interaction and tend to spend too much of their time developing interpersonal relationships. There is too much emphasis on process and not enough on doing/accomplishing.

Theoretical, detail and structural orientation

Excessive time spent on careful analysis of abstractions and concepts with excessive attention to detail. Tends to slow things down with pre-occupation of detail and spending time setting up systems and organizational patterns.

Followership orientation

Defers to authority and spends much time in seeking to please the boss. Has difficulty structuring own time unless carefully spelled out by rules and regulations. Is most comfortable in bureaucratic organizations where assignments may be carried out by the book.

Defensive, aggressive orientation

Carries chip on shoulder. Argumentative. More oriented toward winning a fight than fixing a problem.

Do you see yourself as being too much of any one of these styles? Awareness can be helpful for improvement. For instance, an excessive orientation toward personal attention to detail can be modified with intelligent practice. The same is true for other styles.

The most difficult part of this process, however, is truly understanding how our personal style of interacting wastes time. After all, most of us usually say, "It's not me . . . it's the other guy." What you might try is asking others how you can be more effective or how you can change your behavior to help them be more effective. Ask! Listen! Or, if you'd like, Relations will help you with an assessment.

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GE News

Fort Wayne
Vol. 71, No. 41
October 13, 1989

Inside:

Part IV in our continuing series on time management. See page 2.

GE Fort Wayne to give the United Way

OUR GOAL
100
90
70
50
30
10

Employment Manager Lois Neloms and IUE Representative Ann Day hold one of many posters that will be displayed around GE Fort Wayne during next week's United Way fund drive. This year's goal is to raise $260,000.

United we stand, divided we fall.

It's a familiar saying, one that is especially pertinent as GE Fort Wayne begins its annual United Way fundraising drive.

Next week, employees will be asked to continue and if they can, increase their annual contributions to United Way. Both management and Union

continued,
see ***UNITED WAY****, page 3*

Questions & Answers

FSA's put money in your pocket

Editor's note: You were introduced to the new Flexible Spending Accounts (FSA) in the GE News Sept. 21, 1989 issue. Following are some questions and answers you may find useful in deciding whether opening an FSA is the right choice for you. If you decide you would like to open an account, call the FSA Center at 1-800-252-5259 before Nov. 1, 1989.

Q: What are the tax advantages of the FSA's?

A: Money deposited in your FSA is not subject to federal income and Social Security taxes and most state and local income taxes. In other words, the money is deposited on a pretax basis – beforre taxes are withheld. As a result, this money is not treated as income, is not reported

contined
see ***FSA****, page 4*

Computer virus may attack today

It's been dubbed the Friday the 13th computer virus, and although no one knows whether its threat is real or a hoax, we should all be prepared in case it strikes.

A computer virus is a rogue program that attacks program files, data files and hard disk directory files. Sometimes a virus is harmless. But others are malicious and could destroy your data, make your software package inoperable, prevent you from accessing your hard disk or DOS operating system and degrade your computer's performance as the virus multiplies.

Two simple protective steps you can take are: 1) Avoid downloading/exchanging software from public bulletin boards and 2) backup all your data files using TakeTwo backup utility or DOS backup utility.

Ads

For Sale

***'84 VW Jetta GL**, ex cond, ex car, 747-1421.*

***1/2HP screwdrive door opener**, new in box, GENI – $125, 637-8615.*

***16 ft wards upright freezer**, like new – $100, 1-244-7566.*

***Full-sz Sealy mattress**, almost new, 424-3645.*

***Condo**, 2br, 1 1/2 bath, Park Place – $34,000, 484-4081.*

***Yamaha organ**, ex cond, 432-0393.*

***'84 Plymouth Turismo**, red, auto, air, AM/FM/cassette stereo, good cond – $3,500, 485-6832.*

***Wood burning stove**, cast iron, 489-3624.*

***2 free-standing space heaters**, propane/natural, 424-7474.*

***'84 Honda Civic**, 4dr, air, 5sp, ex cond – $3,500, 434-5184.*

***Lawn sweeper**, 36in, pull type – $110, 637-8615.*

***Pitless connector**, for well, 5in to 8in, never used – $50, 637-8615.*

***40 circuit, 200 amp, main breaker,** never used – $75, 637-8615.*

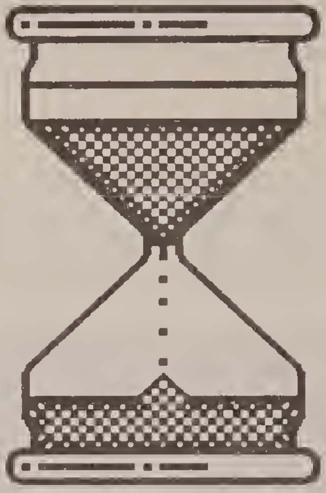
Wanted

***Lionel & American Flyer and Marks trains**, any cond, 219-724-8011 after 5pm.*

***Niagara thermo-cyclo-pad**, 747-4066.*

***Mopar 426 Hemi car for restoration,** any model, '66-'71, 485-0825.*

A matter of habit



Part of a continuing series of articles that explains *How to get more done in less time.*

Self-management involves habits, and removing internally-generated time wasters requires changing habits. Habit is second nature. It is a precious, conserving agent. The trick is to use it as our ally – to make automatic and habitual as early as possible as many useful actions as we can and guard against growing into ways that disadvantage us. The more details of daily life that can be turned over to the effortless custody of habit, the more the higher powers of the mind will be set free for their proper work. We all have bad habits: too much time on the telephone, not enough time in the plant/field, unhealthy lifestyle, late to work, lack of focus, not sharing information, etc. Identify these stealers of time. Kick the old. Start new ones.

To acquire new habits and break old ones:

- Launch the new practice as strongly as possible. Are you late to work too often? Commit to 20 or 30 minutes early, instead of just being there on time.
- Set up a routine that contrasts with the old way. To keep from wandering through a telephone call, make a brief note of key points to be covered.
- Announce the change publicly. This provides momentum and minimizes the temptation to backslide. Each day a breakdown or a reversal is postponed adds to the chances that the new practice will survive.
- Do not permit exceptions to occur until the new habit is firmly rooted. A lapse is like a skidding car. It takes more effort to recover control than to contain it at the outset.
- Seize the first possible chance to act on your resolution. Resolutions communicate a new "set" to the brain, not when they are developed, but when they are acted upon. The tendency to act becomes ingrained in us only in proportion to the frequency with which the actions occur.

We are all walking bundles of habits, spinning our own fates. Rip Van Winkle tended to excuse himself for every fresh dereliction, saying, "I won't count it this time." The reality is that the actions were being counted. Down among the nerve cells, the molecules are counting, storing each experience to be used against us when the next temptation comes.

Ads

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

Limit 40 letters please ______________________

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☐ Free

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☐ Riders Wanted
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Bldg. ______________ **Home Phone** ______________
Signature ______________________

UNITED WAY, from page 1

officials have signed a letter that has been distributed to all employees urging everyone to help make this year's United Way campaign more successful than ever.

Last year, 82 percent of GE Fort Wayne's 3,120 employees generously gave $232,000 to this vital community project. This year, GE hopes to increase participation to 90% and raise $260,000.

"We could easily meet this goal if every one of us increased our annual contribution by just $10," said Tom LaPlante, Manager – Information Systems. That increase costs less than a pack of gum per week.

To help everyone keep track of our progress during next week's campaign, posters will be posted throughout Taylor Street and Broadway operations.

These United way thermometer posters will be updated daily, showing our climb toward our $260,000 goal.

Also, to kick off the campaign, United Way flags will be flown beginning today beneath the American flags at Taylor Street and Broadway.

Briefs

Quarter Century Club introduces new officers

The following officers were elected at the recent Quarter Century Outing: Andy Gump, President; Helen Deahl, Vice President; Phyllis Penrose, Secretary; Darlene Heare, Assistant Secretary; Chauncey Miller, Treasurer.

In addition, the following people were elected to serve on the Quarter Century Club Board of Directors: Doyt Miller, Bill Bunnell, Lee Schnepp, Herb Meyer, Wayne Perry and Art Rasor.

GE Basketball meeting scheduled

Basketball enthusiasts are encouraged to attend October 18 at 5:30 p.m. in the GE Club bowling alley; or call Carl Clancy, 744-2482 or Bernie Ebetino, ext. 2512.

'89 GE Golf play-off results

The play-offs were held at Zollner Golf Course on Sept. 30. Top three teams are: First with 31.5 points – Larry Phillips, Lyle Johns, Dave Reas, Ron Fields; Second, 48 – Lee Shaw, Dick Maclead, Greg Olwine, Chuck Payne; Third, 59.5 – Eric Nelson, Jim Wilch, Mike Dombroski, Bob Henn.

Dec. 9 is GE Volunteer Fire Department Christmas Party

At the Southwest Conservation Club on Blufton Road. Cocktails begin at 5 p.m. with dinner following. A $5 deposit is required before Dec. 1 to be refunded when you arrive at the party. Send reservations to Judy Adams, 1635 Broadway, P.O. Box 2206, Fort Wayne, IN 46801.

CSO opts for bluejeans and brown bags

To help curtail costs during what must be a frugal 4th quarter for GE Motors, this year's Customer Service Week was cancelled. Instead, CSO employees enjoyed wearing their bluejeans and brown bagging their lunch for a casual get together in McCulloch park Friday.

August's S&SP Report

GE stock $57.639; S&S Mutual Fund $37.527; U.S. Savings Bonds 50% of face value; Long Term Fund $11.299; Holding Period fund, Money Market Fund and Short Term Fund, all $10.

The year-to-date annual income rates for the HP Fund were 10.0% for investments made in 1986, 9.1% for 1987 and 9.7% for 1988.

The year-to-date annual reinvestment income rate for the Lt Fund, Money Market Fund and Short Term Fund was 9.8%.

FSA, from page 1

on W-2 forms, is not subject to federal income tax withholding, is not subject to Social Security tax, and in most cases, is not subject to state and local income taxes withholding. When reimbursements are made to you from your account(s), there are no taxes owed on these payments.

Q: If I elect to put $2,500 in the Dependent Care Reimbursement Account and $500 in the Health Care Reimbursement Account, what will my annual tax savings be?

A: Your annual FSA election of $3,000 ($2,500 for Dependent Care plust $500 for Health Care) will not be subject to federal and Social Security taxes. If your highest federal tax rate is 15% and all your wages are subject to Social Security taxes at 7.51%, you will save 22.51% of $3,000 – a total of $675. If your federal tax rate is higher, your tax savings will be greater.

Q: Do I have to wait until I file my tax return to get this tax savings?

A: No. You will receive the tax savings with every paycheck.

Q: Is there a tax advantage to using the Health Care Reimbursement Account instead of deducting health-care expenses on my federal tax return?

A: Yes. If you open a Health Care Reimbursement Account, you will get a tax break on all the money you deposit. In comparison, the health-care expenses that are eligible for immediate tax benefits through your Health Care Reimbursement Account can be deducted on your federal tax return **only if the expenses exceed 7.5% of your adjusted gross income.** For most GE employees, the federal tax deduction does not apply since the maximum out-of-pocket limit in the GE Medical Benefits plan is well below the 7.5% threshold for deductibility.

Q: If I participate in the FSA, will there be any impact on my benefits under any other GE plan?

A: Even though your taxable earnings are reduced by your deposits to FSA, there is no direct impact on your other GE benefits.

Q: Why would I want to deposit money in the Health Care Reimbursement Account?

A: Most employees have some health-care expenses that are not fully covered by GE's medical or dental plans. These include the annual deductibles and the co-payment amounts after GE pays its share of covered medical and dental expenses. In the past, employees paid these out-of-pocket expenses with money they received in their paychecks after taxes had been withheld. The Health Care Reimbursement Account provides a way for you to pay these same expenses with dollars that won't be taxed. As a result, your taxes will be lower, and you will have more spending money.

Q: Why would I want to deposit money in the Dependent Care Reimbursement Account?

A: This benefit will be of value only to employees with dependent-care expenses for a qualified dependent. For many employees, the Dependent Care Reimbursement Account will be an attractive benefit because it provides for the tax-free reimbursement of up to $5,000 of dependent-care expenses and offers a better tax break than the federal dependent-care tax credit. For those with such expenses, a key consideration is whether to use the dependent-care tax credit available under the federal tax law or the Dependent Care Reimbursement Account. The credit generally favors families or individuals with less than $25,000 in annual income.

Q: After I call the 800 number, am I committed to enroll in the FSA plan?

A: No. Your call will provide you with an enrollment form. You must sign and return the enrollment form before you will be enrolled in the plan.

Q: What happens if I don't use all the money in my Health Care or Dependent Care Account?

A: IRS rules require forfeiture of any amounts in your account that are not used for eligible expenses incurred during the plan year. Because of this “use it or lose it” requirement, you should plan carefully and be conservative in funding your account.

Q: What happens to money that is forfeited?

A: While we do not expect that much money will be forfeited, any money that is forfeited will remain in the plan and will be used to offset plan costs. The money will only be used for these purposes and will not revert to GE.

You are encouraged to deposit in your account only the amount which you expect to spend, and you should be conservative in making your elections. Furthermore, there are decisions you can make to be sure the money is spent for you. For example, if you have $250 left in your account in the last quarter of the year, you could buy extra eyeglasses for yourself and members of your family or you could have a physical exam before the end of the year.

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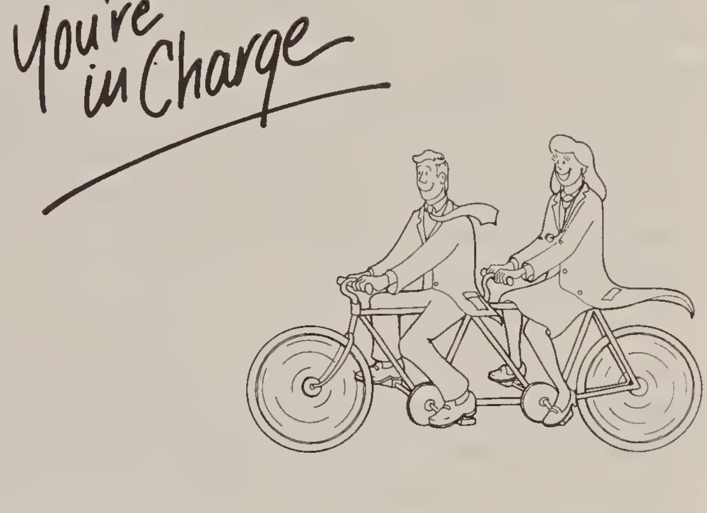
GE News

Fort Wayne
Vol. 71, No. 42
October 19, 1989

Finding Dr. Right



When it comes to managing your health, one of the most important resources is a "primary care" doctor. Finding one may be easier and more important than you think.

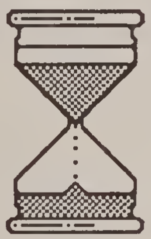
Generally, primary care doctors are called internists, family practitioners, or pediatricians. Gynecologists are often well-suited to the primary care needs of women.

A primary care doctor provides general preventive care such as routine physical exams. Your primary care doctor is trained to treat the "total you" versus a specialist who is trained to deal with specific illnesses or parts of the body.

The role of the primary care doctor is to help you maintain good health by getting to know you and your health history, and providing advice and

continued
*see **DOCTOR** on back*

Getting started



Part of a continuing series of articles that explains *How to get more done in less time.*

Does the following sound familiar? Joe arrives at work intent upon scheduling the shop for the next week. Before beginning his task, he looks at his in-basket. An inventory report catches his eye. He pulls out the file. Halfway through the review, someone stops by about a production problem. He heads toward the shop, but stops to get a cup of coffee on the way.

In real life, priorities change. A key aspect to being effective is managing this process. Be careful, however, of behaving like Joe. He is drifting from one cue to another in a random fashion rather than controlling his time.

Another problem is procrastination – deliberately avoiding an unpleasant task. Procrastination is a big time-waster for many people. Leaders who habitually procrastinate become interruption-prone and may even invite the interruption.

Tips to avoid procrastination:

- Pick one area where procrastination plagues you and conquer it. For example, Norman Vincent Peale used to delay refusing speaking engagements he couldn't accept because he didn't like to turn people down. He often delayed until he couldn't back out. When he began making decisions quickly, he was

continued,
*see **TIME** on back*

DOCTOR, from front

treatment that meets your needs. A good primary care doctor will also help you ecide when you need specialists, help you find them and coordinate your care with them.

The time is now

Finding the right doctor when you are healthy can be as important as finding the right one when you are not, and it's often easier to do. When you are healthy, you are able to "shop" for a doctor with whom you feel comfortable. You also have someone you trust to turn to when you're ill or injured. For example, if you hurt your ankle, your primary care doctor can tell you whether you should treat it at home or seek medical treatment. Without that advice, you're on your own and may end up receiving medical care that's ineffective, unnecessary, expensive – or all three.

There is another good reason for finding the right primary care doctor when you are feeling good. When you are sick, you need all the support you can get. One of the most valuable sources of support – and comfort – can be that familiar medical person whom you know.

That's not to say an unknown doctor can't help you get well. The point is that the less uncertainty when you're sick, the better. By establishing a positive relationship when you are well, your doctor has the advantage of being familiar with your health history and is better able to recognize even the little changes in your health. He or she can then treat you more effectively and when necessary, tell specialists and other doctors important things about you making them more informed.

What to look for

There are two technical qualifications you should consider when selecting a primary care doctor; other important characteristics will depend upon your needs.

- Your primary care doctor should have an affiliation with a local hospital that is acceptable to you.
- Your doctor should also be "board certified," meaning he or she has earned expert credentials in a certain field by passing examinations and meeting other criteria as established by accrediting medical organizations. If a doctor is "board qualified" or "board eligible" it means he or she has not yet completed the requirements for certification.

Other areas you should consider depend upon your circumstances. Take a few minutes to decide what qualities are most important to you. Some considerations might include office location and hours, whether the doctor treats adults and children, preference for male or female doctor, and so on.

Where to start

There are a number of ways to get the names of primary care doctors if, for instance, you have just moved or decided to find a new doctor. One way is to contact local hospitals. Another way is to call local medical societies. More specific recommendations can come from acquaintances or other health professionals, such as a nurse or pharmacist. You can also contact the GE Motors medical staff in Building 21.

An important thing to remember about any suggetion is that it is just a name, not a relationship. In other words, whether a primary care doctor is the right one for you is a personal judgment that may take some time to make. Even so, it's well worth your time and important to your health management.

TIME, from front

happier and so were the people he was dealing with.

- Stay focused on priorities – otherwise, you'll bounce around randomly.
- Instill discipline by giving yourself deadlines and letting them be known.
- Don't duck the most difficult problems. Doing so ensures the hardest part will be left when you're most tired.
- Don't let perfection paralyze you. If you put everything off until every "i" is dotted, you will accomplish little.
- Practice "single-handling." Making a decision, disposing of a letter, or taking action the first time you handle it saves a great deal of time.
- Follow through. Finishing a task in one session when possible, represents a great saving of time, because you need not re-orient yourself to the facts of the situation, and you don't lose valuable time by skipping from one task to another.

Ads

For Sale

Quasar tv, *40-gal water softener, 1-yr-old, 483-7390.*

Antique sausage & wine press *– $50, 489-6282.*

Like new, 2pr dress slacks, *men 36w-30l, 424-8691.*

'80 Ford Fairmont, *4dr, 6cyl, auto, ex cond – $600, 447-4751 after 5pm.*

Craftsman 6-1/8-in jointer-planer *– $250, 432-0751.*

'84 Cadillac Sedan, *63K mi, '76 Ford truck Al, '79 Electra 225 Classic, 456-3910.*

'81 Pontiac TransAm, *black, auto, ex cond, low mi, 432-6920.*

'78 Arti CAT snowmobile *– $500, '86 S-10 Blazer. 1-269-6657.*

Wanted

Lionel & American Flyer *and Marks trains, any cond, 219-724-8011 after 5pm.*

'74-'79 ford LTD, *4dr, 6- or 8-cyl, 745-1847.*

Long extension ladder, *in good cond, 489-8221.*

Mopar 426 Hemi car *for retoration, any model, '66-'71, 485-0825.*

For Rent

1br apt, *furnished, 602 Lavina St., near GE, 745-3613.*

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GE News

Fort Wayne
Vol. 71, No. 43
October 26, 1989

Inside:

GEM's Finance Team get to know each other by helping out inner-city youths – a photo story. See page 3.

Migrating south for the winter? If the Magic Kingdom is on your agenda, discounts are available. See page 3.

Employees continue to Work-Out

Vision, RE's, phones, computers targeted with customer focus

GE Motors held its third Work-Out session last week. Out of these sessions, teams have identified several weaknesses in the business that they have volunteered to fix.

The issues are good ones, and teams are meeting regularly to try to solve them.

In many cases, teams have volunteered to tackle problems that have challenged the business for many years, and are finding that getting Work-Out and empowering people is difficult. But with everyone's help and encouragement, they will succeed.

Roshan Chhabra and Terry Gautsch, during September's Work-Out session, committed themselves to supporting the teams' Work-Out projects. But their support is a fragile foundation without the same kind of commitment to Work-Out from everyone in the business.

Work-Out sessions have been scheduled through 1990. Following is a summary of issues presented during the September and October sessions, with a brief recap of August's ideas.

• Streamlining the Request for Expenditure (RE) process associated with Appropriation Requests. The group proposed drastically reducing the approvals (and resulting xerox copies) that RE's currently demand. They will further investigate the more radical idea of eliminating the RE altogether. The team presented their project to the Best Practices council last week and obtained additional support.

• Communication between plants, headquarters, sales force and the customer was targeted for improvement. The team identified current obstacles to smooth and accurate information flow and performed a skit as part of their presentation acting out the problems that can occur when trying to find the right person with the correct information. They dramatized the problems of not having phone calls answered, not knowing a "back-up" person, paging problems, you name it! The group will be helping themselves and others to strengthen the communication channels and processes – looking at QuikComm, phone systems, procedures, etc. as possible solutions. You can think about how your calls get handled when you're away – are they dealt with the "right way?"

• Non-recurring expense purchases for less than $1,000 was the focus of another group. They plan to modify a Purchasing policy that allows PO's to be hand-written by the user and then sent directly to the vendor (no RFM needed). The group will help define who can approve these PO's, the expenditure limits and help make sure that all plants and headquarters areas work with the new system as it is implemented later in the year.

The team wants to stop the current effort expended chasing signatures for insignificant purchases, and allow people more time to solve the real problems, not just follow the paper, a good Work-Out idea!

• Relocation of work areas in Building 31 was another topic. The group looked at the workflow in Building 31 and contrasted that with the actual layout in the areas. The team felt that there is opportunity to improve the arrangement, and will be

continued,
*see **Work-Out**, page 4*

Ads

For Sale

Duncan Phyfe table, *2 extra leaves, 4 chairs, ex cond – $400, 637-6403.*

Big Cedar lakefront, *3br, 1 bath, 248-2524 or 244-6569.*

MacGregor MT Golf Clubs, *full set includes new bag with putter, 432-2345.*

Wood-burning stove, *Johnson ad-on, good shape – $125, 747-4032.*

Nice mobile home, *1323 Cypress, Venice, Fla 34292, 813-484-5175.*

East Lake Chairs *(pair), new off-white velvet, 493-2590.*

2 free-standing space heaters, *LP 35K & 56K BTU, 424-7474.*

Kitchen sink & Delta faucet, *white, no chips, 456-1526.*

Wanted

Hybrid single/twin size waterbed, *639-6813.*

Free

Guinea pig, *long-haired, 639-6813.*

2 spayed/declawed gray cats,*moving – can't take along, 485-1846.*

Reminder to advertisers: *Due to space restrictions, the GE News has begun publishing Ads coupons every other week. Employees wishing to advertise may also pick up coupons in the GE News office, Building 18-3.*

Fort Wayne welcomes Decatur transfers

Here is the latest list of employees transferring from Decatur.

The following employees now work at Taylor Street: Jon Bowman, Deborah Cline, Tamara Hitt, Kathi Sprunger, Gary Trout, Robert Brown, Yvonda Sheets, Michelle Blomenberg, Charlotte Chadwick, Kathi Hartman, Ronald Irwin, Doug Wells, Scott Liechty, Cheryl Acheson, Kimberly Foreman, Sharon Kershner, Patricia Kiefer, Lori Lamons, Cheryl Loshe, Donna McSwain, Jane Miller, Doyle Salter, Janeece Ternet, Joan Scribner, Lori Beer, Beverly Berry, Virginia Braun, Delmer Combs, Patricia Elzey, Cheryll Eyanson, Jane Lehman, Linda Lehman, Linda Nyffeler, Anna Spangler, Billie Sullivan, Stephen Thomas, Kevin Buckingham and Robert Schwartz.

The following employees now work at Specialty Transformer: Alan Busse, Patrick McConaha, William Belcher, Dennis Johnson, Candace Miller, Stanley Taylor, Scott Teeter, Kenneth Werling, Brian Beitler, Lamar Brandt, Thomas Fairchild, Michael Bodle, Bradley Hackman, Carol Valentine, Lori Jones, Susan Riesen and Luther Bietler.

Employees transferring to other areas: Robert Hinkledire, 6-2, Cynthia Fisher, 4-4, and Michael Bailey, 4-2.

Briefs

Summer Golf Scramble results in

The following are the official results for the Summer Golf Scramble played on Oct. 14, 1989 at Cedar Creek Golf Course:

1. Lynn Bradtmueller, Ralph Buckmaster, Steve McBride, Bill Sutton	56
2. Bill Green, Jim Plemens, Barry Dunlap, Jerry Gerardot	59
3. Terry Giese, John Baughan, Rom Kroemer, Caheen Murphy	59
4. Dave Haslup, Kerry Doepke, Brad Kinsey, Jeff Sheets	61
5. Roy Keeney, Don VanVliet, Tim Wachenfeld, Tom Ryan	61
6. Ken Papai, Steve Hoseier, Russell Rouch, Mike Sodano	61

Closest to pin: Bob Stano #2, Jeff Sheets #12, Kent Jackson #13, Dick Nelson #17. Longest Drive: Dave Herr #7, John Baughan #16.

Ads

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

Limit 40 letters please ______________________

____

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News.** No more than 40 letters per ad. The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________
Address ______________________ **City** ____________
Bldg. ____________ **Home Phone** ____________
Signature ______________________

Finance team renovates youth center

The Boys and Girls Club, 1102 Miner St., has a fresh coat of white paint, its lawn is seeded, its fence now glistens silver – all thanks to members of GE Motor's Finance Team. As a team-building exercise, Finance employees donated a recent autumn Saturday to fix up the youth center located next to the railroad tracks southeast of the Broadway plant. GEM donated the supplies for the renovation as well. Said GEM Vice President Steve O'Brien, who with several of his staff also helped with the renovation, "It was a tremendous team-building exercise, but they also left something very valuable behind when they got done." Similar volunteer community projects are being planned, including one that will include employees from all levels and functions.

Going to Florida this winter?

Don't forget to put Walt Disney World on your itinerary. Even if you visited Disney last winter, there's plenty new to see this year. And the best part is that as GE employees, you're entitled to membership in the Magic Kingdom Club, which offers money-saving benefits that aren't available to the general public.

The Club offers members a discount on all Walt Disney World park admission tickets, plus a 10 percent discount on most merchandise at WDW Shopping Village, and a reduced rate on regular greens fees at the three Walt Disney World championship golf courses.

To become a member, send a stamped self-addressed business-size envelope with a letter stating the GE business you are with, your home address and requesting Magic Kingdom Club membership. Send it to GE Horizons, MKC Director, EPCOT Center, P.O. Box 10000, Lake Buena Vista, FL 32830-1000.

You will receive a Magic Kingdom Club membership card, plus details on all the benefits. Be sure to allow at least one month for processing and mailing of your request.

The GE News needs your help

We're looking for some good story ideas.

Do you have an interesting story to tell? Are there employees you know who should be recognized for their accomplishments? How about a story that explains how an employee took advantage of a certain GE benefit – S&SP, Readiloan, Medical, etc. Maybe you'd like to solicit support for a Work-Out project or idea – tell us about it.

Call Caroline Bermudez, GE News Editor, on ext. 3249, or send story ideas to her in Building 18-3. If you're mailing from outside GE, the address is GE News, 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204.

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Work-Out, from page 1

soliciting inputs from all concerned to optimize the layout. Because location and surroundings play a very important role in everyone's productivity, any improvement in this area would be a Work-Out success.

- On-site training for personal and mainframe computer users was also addressed. The team decided that there was a good deal of training, information and support available, but a lot of people just don't know about it. Therefore, the group will focus on how to communicate what we have and help people to contact the right personnel, find the correct training class, and do whatever is necessary to get everyone working on the systems we do have.
- An October Work-Out group plans to increase interaction between customer service specialists, customers and manufacturing. They plan to develop a GE contacts list to be given to customers and also form a Work Exchange Program between manufacturing and customer service specialists.
- Another group realized that if more people could and would use computers more effectively, the business could operate with more speed, simplicity and self-confidence. The group is investigating how to expand user groups, developing one-page instructions covering purpose, installation, tutorial start-up and access to software packages, and to better identify/assign PC coordinators.
- One group decided that many of GE Motors problems occur because employees don't share a common vision of what the business should be, thereby lacking focus and direction. This group wants to develop a process that will establish long-term goals for the business that everyone in GEM can feel ownership in.
- Another team is working to foster better relations among GEM employees.
- One group plans to add its efforts to an initiative already underway to streamline the way GE Motors identifies motor parts. Currently, there may be several numbers to identify one motor part.
- One team is trying to increase customer service by keeping data bases updated and keeping specialists and customers better informed, especially letting them know when a motor is obsolete.

Also, following is a recap of projects identified during August's Work-Out session and recently published in the GE News:

- Changing the sample processing procedures and computerizing the process, getting rid of a tremendous amount of paperwork.
- Product structuring and aligning products to better meet market demands. The group also suggested development of a product features pricing guide.
- Connecting all plants via an electronic mail system to enhance cross-functional interaction.
- Getting a dedicated trainer for the many new Customer Service Specialists coming into Building 4-6 through the field sales support consolidation.
- Communicating more effectively motor delivery times to customers. They want each plant to provide detailed information on why an order is delayed and an accurate new date of shipment.
- More efficient planning communication with manufacturing.
- Implement a job shadowing program where an employee may spend time following another employee in his or her job and perhaps participating in that job.

GENERAL PERIODICALS
NON-CIRCULATING

GE News

Fort Wayne
Vol. 71, No. 44
November 2, 1989

Inside:

FSA enrollment deadline extended to Nov. 14. See page 4.

Match contributions by phone. See page 2.

200 kids wait for big brothers and sisters. See page 4.

Speed...Simplicity...Self-Confidence: What do they mean to you?

There's been a lot of talk about the three S's throughout the Company. In the context of Work-Out, these words describe an organization with minimal bureaucracy, that isn't afraid to give its people a say in business decisions and the right to challenge authority.

Webster's New Collegiate Dictionary defines them this way: SPEED is the act or state of moving swiftly – swiftness; SIMPLICITY is the state of being simple, uncompounded; SELF-CONFIDENCE is confidence in oneself and one's powers and abilities.

But employees are the backbone of GE Motors, and as such, more important is what the three S's mean to you. So the GE News asked some employees to volunteer their definitions. Here's what they said:

Nancy Thornburg
Finance Specialist – Operations Analysis

I relate speed and simplicity to having specific goals or results defined, and choosing the quickest, common sense process by which to get there. Because our individual roles are so integrated among functions/teams in this business, the process of striving for speed and simplicity requires us to both challenge and be challenged by our fellow employees. This is where the self-confidence enters in. We need to be confident enough in ourselves that we welcome these challenges instead of feel threatened by them.

Ivan Medina
Printer – Graphic Reproduction

Speed is what we strive for in customer deliveries. Simplicity is what we should make our jobs. Self-confidence is the reward we receive after satisfying our customers.

Shirley Short
Utility Operator – Taylor Street

Reduce layers of management so information can be passed along quicker and decisions can be made with greater speed. Give more responsibility to hourly people doing the jobs. This gives more self-confidence.

GE runners take 1st, 2nd in Summit City 10K

Two teams of local GE employees Sunday finished first and second in the Summit City 10K race in the division for corporations over 500 employees.

The team of Mark Brattoli, Mel Day, Tom Laird, Steve O'Brien, Denis Pauze, Todd Wanley and Stan Williams finished first. The second place team included Dave Blake, Paul DeChant, Jeannette McLean and Laura Szmborski.

No more paper hassle: Get contributions matched by phone

***Editor's Note:** In 1954, GE introduced the concept of "matching gifts" to colleges and universities. It was an important innovation in charitable giving that pledged to match, dollar-for-dollar, employee contributions to higher education. More recently, the GE Foundation expanded the matching gift concept through the More Gifts ...More Givers program, which matches employee and retiree contributions to a wide array of local and national non-profit organizations. Over the past 35 years, GE employees and retirees and the GE Foundation have contributed more than $60 million through these two programs.*

In the past, contributors submitted their gifts for matching funds by completing a matching gift form and mailing it to the recipient organization. The organization then certified the gift and sent it back to the GE Foundation.

Today, a new system will simplify the process.

To use the new system, employees and retirees will call the GE Foundation Matching Gift Center at 1-800-4-MATCH-GE instead of completing a matching gift form. Here's how it works:

1. Send your gift marked "Eligible for GE Foundation match" to an eligible organization. (see local eligible organizations at right)

2. Call the GE Foundation Matching Gift Center. If you call from a touch-tone phone, you'll reach a talking computer. It is available seven days a week from 6 a.m. to midnight, Eastern time. If you call from a rotary or pulse-tone phone, a representative will answer your call. They are available Monday through Friday from 8 a.m. to 4:45 p.m., Eastern time.

3. You must provide your social security number, zip code of the organization receiving the gift, amount of the gift and date of the gift.

In addition to handling matching gift requests, representatives can also answer your questions about GE's Matching Gift programs.

Local Eligible Organizations

Allen Co. Public Library Foundation Inc.
West Central Neighborhood Committee Inc.
Audiences Unlimited
Associated Churches of Fort Wayne Inc. (Food Bank)
Fort Wayne Children's Home (Crossroad)
Sarah A. Litch Development Center

Highlights of GE Foundation Matching Gift Programs

Through the GE Foundation's Matching Gift Programs, your charitable contributions are eligible for dollar-for-dollar matching funds from the GE Foundation.

To be eligible for matching funds, each gift must be $15 or more, up to a maximum of $15,000 per calendar year, per contributor.

All GE employees, retirees, directors and directors emeriti are eligible to participate. Individual contributions are tax-deductible to the extent permitted by law.

Your gifts can be made in cash, securities or real estate to provide financial support for the primary needs and objectives of the institution or organiza-

Briefs

Earthquake aid matched by GE

Responding to a natural catastrophe for the second time in less than a month, the GE Foundation will match contributions to aid victims of the disastrous earthquake that jarred the San Francisco Bay area on Oct. 17. Contributions of $15 or more from GE employees and retirees will be matched through the "More Gifts...More Givers" program.

Make your check payable to the "American Red Cross" and include a notation on the memo line that your gift is "For the San Francisco/Bay Area Relief Fund." Then call in your donation to the GE Foundation Matching Gift Center at 1-800-4-MATCH-GE. See above story for details.

September S&SP report

GE stock, 56.619; S&S Mutual Fund, 37.765; U.S. Savings Bonds, 50% of face value; Long Term Fund, $11.246; Holding Period Fund, Money Market Fund and Short Term Fund, all $10.

The year-to-date annual income rates for the HP Fund were 10.0% for investments made in 1986, 9.1% for 1987 investments and 9.7% for 1988 investments.

The year-to-date annual reinvestment income rate in September was 9.8% for the LT Fund, 9.7% for the Money Market Fund and 9.8% for the Short Term Fund.

tion. Gifts ineligible for matching funds include: tuition payments and other student fees, bequests, membership dues, dues payable to national or local alumni groups, subscription fees for publications, insurance premiums or other such payments.

Corporate Alumni Program

Through the GE Foundation's Corporate Alumni Program, you can have gifts matched to insitutions of higher education where you, your spouse, parent or child:

1. Are a recognized alumna/alumnus, or
2. Hold an honorary degree, or
3. Serve or have served as a Trustee or on the Governing Board, or
4. Are a current student.

Eligible insitutions, which must meet certain conditions, include: four-year colleges and universities, graduate and professional schools, two-year junior and community colleges and technical institutes.

More Gifts...More Givers Program

Through the GE Foundation's More Gifts ...More Givers Program, you can contribute to a wide array of local and national non-profit organizations.

To be eligible for matching funds, organizations must be approved in advance by the Trustees of the GE Foundation. The list of eligible organizations is updated several times each year, so check with your Employee Relations office for the most current listing.

For additional information or conditions governing these programs, contact the GE Foundation Matching Gift Center at 1-800-4-MATCH-GE.

Employees get dressed in their Halloween best

It wouldn't be Halloween without a little craziness and creative costumes. So some employees decided to break away from the normal dress code and provide such an atomosphere. Pictured to the left are some of the participants in Tuesday's costume contest. Recognize anyone?

Ads

For Sale

Opposium Lnd trench coat, sz 7, 5-pc luggage set, new, 1-244-5853.

2br mobile home, near Winter Haven, FL – $6,200, 749-9372.

Ladies pant suits, sz 42, men's suits, sz 44-32, pants, sz 38-32, 745-7603.

Sofa, 90" dark green tweed, sturdy – $50, oak drawers from built-in buffet, 426-3790.

'67 Pontiac Tempest, rebuilt 326 – $3,000/offer, 747-7048, ask for Brian.

Man's motorcycle jacket, sz 44, 745-7603.

Garage door, overhead, 3 yrs old, metal, 16x7 – $225, 925-2471.

'85 Chevy Camaro, yellow, 53K mi, 219-357-3968.

'86 Mercury Cougar, 37K mi, 248-2524 or 244-6569.

3-ft Christmas tree – $10, 484-4827.

'77 Pontiac Wagon, V8, good cond, 436-1741.

140 lineal ft of heavy duty lawn edging, 1/2-price, 432-0856.

Firewood, split, seasoned, pickup load, you haul – $25, 447-1705.

Wanted

Lionel & American Flyer and Marks trains, any cond, 219-724-8011 after 5 pm.

Free utility trailer in need of repair, 426-2631.

For Rent

SW, large 3-rm apartment, all utilities, at bus stop – $200/mo, 747-4066.

200 youths wait for big brothers and sisters

It's a touching story. A small boy drags his baseball bat to the corner phone booth. On tippy-toes he dials the number. "Hi. This is Mikey. I was just wondering if you've found me a Big Brother yet. There's this baseball game I want to go to." His lips frown, and his exuberance fades. "Oh. That's okay. I'll try again later."

More than 200 youths are still on the Big Brothers/Big Sisters waiting list.

"There's a constant need year-to-year for volunteers," said Frank Zirille, BB/BS executive director. "Although we currently serve about 420 pairs of youths and volunteers regionally, there are always kids on our waiting list."

BB/BS is a not-for-profit organization that provides positive adult role models to youths, most of whom come from single-parent homes.

"We stress one-on-one relationships. Realize that volunteering means you're taking on a lot of responsibility and committing a lot of time and energy to building friendship with a youth."

Because of their intimate role in these youths' lives, potential volunteers are screened by the agency. Volunteers are then asked to commit themselves to a match for no less than one year. This builds stability in the match, something that many of the youths lack in their lives.

In addition to volunteers, BB/BS also needs funding for its programs.

Its biggest fundraiser is Bowl for Kids' Sake, which is scheduled for early March 1990. Last year's bowling event raised $234,273, or 75 percent of the organization's 1988 income. Any team may participate, and there are many prizes.

BB/BS of Greater Fort Wayne is a United Way agency that serves youths in an eight county area, including Adams, Wells, DeKalb, Noble, Whitley, Huntington, Kosciusko and Allen counties.

If you would like more information about Big Brothers/Big Sisters or would like to sign up to bowl in their March fundraiser, contact the agency at 456-1600.

"It is motivating to see how positively our program is viewed by those who receive our services," said Zirille. "We hope you will join our team in striving to serve more and more youths who are in need of positive adult role models."

There are several GE Fort Wayne employees who are BB/BS volunteers and some have sons or daughters involved in a match. The GE News will highlight them in an upcoming issue.

FSA deadline extended to Nov. 14

The enrollment period for GE's Flexible Spending Accounts (FSA) program has been extended until Nov. 14. The FSA program, which takes effect Jan. 1, 1990, offers participants the opportunity to pay their eligible health care and dependent care expenses on a tax-free basis.

According to Homer Jennings, Benefits Administrator, employee questions to the FSA Center indicate a growing awareness of the tax savings benefits of the program. The two-week extension will give employees more time to learn about the tax advantages of their participation in this new benefit.

"We are introducing the FSA program because we think there is a lot of value in it for employees who participate," said Jennings. "At the same time, we know the FSA concept is new to most people, so we want to allow a little more time for those whoare interested to make an informed decision."

The GE FSA Center, which will now remain open through Nov. 14, can be called at 1-800-252-5259. Employees can contact the Center to receive additional information on the program, a no-obligation estimate of their tax savings, or to enroll.

How you save

"Participants don't pay taxes on the money that is deducted from their pay and deposited in their Account or Accounts. They don't pay taxes on the money that's reimbursed to them. And finally, participation in the FSA program lowers the amount they report to the IRS at income tax time," Jennings explained.

Jennings encouraged employees who haven't yet estimated their 1990 expenses to do so by using the work sheet they received in the mail at home during the first part of September; additional copies are available in Personnel Accounting, Bldg. 18-1. The next step is to call the FSA Center for a free estimate of their savings for participation.

"It's very important to remember that there is no obligation when making the phone call," Jennings said. "The only time an employee is enrolled is when a signed enrollment form is returned by the employee to the FSA Center."

Jennings said several employees have asked about the "use it or lose it" forfeiture of funds not used during the Plan Year. He said this requirement is imposed by the IRS, and if you deposit funds for predictable expenses only, you should come out ahead.

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GE NEWS

Fort Wayne
Vol. 71, No. 45
November 9, 1989

INSIDE:

Want to know how to get paid twice? See page 3.

Company looking for STAR's and ACE's. See page 4.

GEM and Suppliers: Partners on target

Editor's note: *For the first time in almost four years, 100 top executives from 52 of GE Motors' suppliers assembled with out business leaders to discuss how to create a stronger partnership to improve productivity, communications and to lower total cost as measured by quality, price, delivery and service. These companies represent $200 million in annual purchases. Following are questions posed during Supplier's Day and answered by a panel consisting of GEM Vice President Steve O'Brien, Mike Jefferies, General Manager – Technology, Joe Barranco, General Manager – Manufacturing, Roger Morey, Vice President and General Manager – Sales and Leigh Ewell, Manager – Purchasing.*

Q: What is your long-term philosphy as far as GE Motors keeping its manufacturing base in this country?

Steve O'Brien: We produce about 70% of our motors in the U.S. and about 30% offshore. We sell about 95% in the U.S. and about 5% offshore. We want to achieve a better trade balance. Therefore, in the short-term anyway, there will be a strong effort to increase our sales in foreign markets of motors that we produce offshore as well as increase our exports.

The key for us in this country is to achieve world-class cost levels, as we don't have any great desire to run offshore. That's a lst resort, because as we know, there are other costs, such as transportation, that can offset $1- and $2-per hour wage rates.

GE Motors is not my business, it's the business of all of the Motors employees, and we've got to make continued improvements to make us more competitive. That's our primary thrust. We don't have any secret plans in our desk drawer to close any more plants.

see SUPPLIERS, page 2

THANK YOU! GE Fort Wayne – More generous than ever

Thank you, GE Fort Wayne employees, for giving $243,773 to the United Way this year. With Corporate matching, United Way will receive $373,773 from GE Fort Wayne, 6.3% of Allen County's total contribution.

Special thank you's to those employees who increased their giving level this year. GE Fort Wayne's employees, by increasing total contributions by 6 percent this year over 1988, showed their continued enthusiasm and support for United Way during a critical period when funds for social services are being eroded by federal cutbacks.

Also, thank you to the following campaign coordinators: Bob LaDue, Gary George, June Schoeff, Dick Burns, Tom Rothgeb, Jim Pelletier, Doug Wohlwend, Bob Harvey, Bob Gebert, Tom DeLong, Roger Clark, Ann Day, Doug Schaefer and Lois Neloms.

According to Tom LaPlante, Campaign Chairman, "I'm delighted with this year's campaign, and I look forward to chairing the United Way campaign again next year, when I hope GE Fort Wayne employees will be even more generous."

SUPPLIERS, from page 1

Q: Do you intend to invest capital to replace old and aging equipment or are you inclined to contract processing services?

Joe Barranco: We're going to continue to invest heavily in our plants. We'll also continue to look for situations where we might be able to find vendors who can produce some items in our products more efficiently than we can. We want to focus on those aspects of motor manufacturing that we do best and have our suppliers do better what they can.

O'Brien: We're investing a lot of money in information systems so our customers and suppliers can link up and operate effectively – that's our number one investment priority.

Number two is environmental issues. We've got to continue to clean up our factories and our efficiency. Number three is to design new products and redesign outdated models. Our fourth priority is factory improvements – to zero in on those that are most labor intensive, since we are the most labor-intensive business in the Company.

To do all this, we're spending $200 million on this business over three to five years.

Q: Since you are quite labor-intensive and since cycle-time reduction is key to flexible manufacturing, can you share with us how you ramp capacity up and down so quickly?

Barranco: When you reduce your cycle time, you improve your ability to respond quickly to changing market conditions. We're doing a number of things to reduce cycle time such as improving systems, changing layouts and processes, eliminating stock buffers, integrating technology, marketing and manufacturing early in the design process, as well as other things – all designed to increase velocity of product throughput.

Q: It's been my observation that you folks are having a terrible time doing your scheduling. What are you doing to address this and when can we expect results?

O'Brien: The nature of sales forecasting is very uncertain. All the sales organizations and the respective companies do a great job of forecasting the past. Our biggest problems right now in sales forecasting are self-imposed. We have not met– to the degree that we need to – our own commitments, and so we're constantly rejuggling the schedule. That's our biggest issue right now.

We don't expect Roger and his people to get a lot smarter with regard to sales forecasts. We do expect Joe and his people to get better at delivering. We've been willing to change schedules too frequently, so now we're trying to freeze the schedule for a longer period of time. We don't need to change it hour by hour, which we sometimes do.

We can't blame our customers. It's based on our ability to deliver to the degree that we want to.

Q: Many of the world-class competitors are spending enormous amounts of money in research and development – in process control and redesign of their products. How much is GEM investing in R&D for their products and processes?

Mike Jefferies: In dollars and cents, I can't give you a direct comparison between us and our best competitor. There's been quite a bit of publicity in the last year or so, on the technology center that Emerson has put up in St. Louis. But I'll remind you that Emerson does not have the benefit of our 1,000 Ph.D.'s working in our Corporate Lab in Schenectady or the developments that come out of GE's other $50 billion worth of businesses.

While we believe what's spent in Fort Wayne is at least comparable to what's spent in St. Louis, you've got to go much further than that to find out what resources are at our disposal versus those of our competitors.

O'Brien: Right now, our reinvestment ratio (investment as compared to depreciation) is exceeded by only one other GE business – GE Plastics. By any economic measure, we have an extremely aggressive investment schedule, and that's required right now.

We've looked at world-class companies, and they're not distinguished by their investment levels. Hewlett-Packard, a hi-tech company, doesn't talk about their technology as being key to their success – they talk about their people, their management processes. I would offer a theory that says the key to their success is not related to investment. It is more related to the way they do business.

Q: Have you penetrated the Japanese market? If not, what are you going to do about it?

Roger Morey: We have about $10 million in sales in Japan primarily focused on motors for hermetic compressors used in room air conditioners. In the Far East, we also supply industrial motors to Korea out of our Owensboro, Ky. plant. Our key issue in the Far East is distribution. We are seeking a partner to help us in this area.

O'Brien: The biggest orders that our GE Power Systems people have gotten in the last 10 years have been from Tokyo Electric Power. The majority of the power

see SUPPLIERS, page 4

Vacation banking: Like getting paid twice

Nov. 30 is the deadline for returning Vacation Banking Arrangement forms to Payroll if you want to "bank" part of next year's vacation. The forms will be mailed to employees' homes soon. You're eligible to bank some or all of your vacation in excess of three weeks if, as of December 31, 1989, you are entitled to more than three weeks of vacation in 1990 and your GE earnings in 1988 are not over $52,235.

When you "bank" vacation days, you agree to give up the time off from work represented by those days and to work instead. In return, GE puts an amount equal to your gross pay for those banked vaction days into your Savings & Security Program account. The money is invested in the security of your choice – GE stock, Mutual Fund, Short Term Fund, Long Term Fund, Money Market Fund or U.S. Series EE Savings Bonds.

Like getting paid twice

In effect, you're paid twice for the banked vacation. Besides getting paid for working the number of vacation days banked, an amount equal to your gross pay goes into your S&SP account. And your Vacation Banking investments – like all securities in S&SP – accumulate income over the years through either interest or dividends.

You aren't taxed on your Vacation Banking investments until you withdraw them or until your account is paid to you after you retire or otherwise leave GE's employement.

Once you've made your decision regarding Vacation Banking, you can't change your mind after Nov. 30 in regard to the 1990 vacation year. Government regulations don't permit a change.

> "*Our age group shouldn't count only on Social Security when we retire. Vacation Banking is just an extra nest egg for retirement.*"
>
> **Mike Mozzone**
> *Mold & Die Repair, TS*

Liberal withdrawal provisions

Under the "on request" withdrawal provisions that became effective in 1989, you are permitted to make one annual withdrawal for any amount of Vacation Banking savings, as well as other S&SP after-tax employee savings, company matching payments and income on those amounts after they have been in the Savings & Security Program for at least two full calendar years.

For example, vacation pay banked in 1987 and earlier years can be withdrawn anytime in 1990 for any reason. If you elect this November to bank 1990 vacation, you will be able to withdraw those investments in 1993.

Some employees ineligible

Under IRS regulations effective in 1989, employees whose GE W-2 earnings plus Deferred Pay savings in 1988 were more than $52,235 are not eligible for Vacation Banking this year.

Ads

For Sale

Children's Power Wheels 2-seater Jeep, *like new – $100, 485-2010 after 5pm.*

Chest freezer*, Sears Coldspot, 15 cu ft – $150, 493-2854.*

Snowblade *for IH Cub – $25, 622-7257.*

Child's organ*, 745-7603.*

Electric stove*, 30 in, good cond, brown, 489-5770.*

Trolling motor*, Brute, 18 lb thrust, 3spd, foot control, Transom or side mt – $40, 493-2854.*

3 wood storm windows, *32x59 – $5/ea, 426-5811.*

24" Quasar tv*, brown vinyl couch, 483-7700.*

Ladies' fake fur coat*, black, sz 22+, like new – reasonable, 424-7474.*

'77 Olds Cutlass*, PS, PB, Cruise – $225, 639-3628.*

2 studded stl belted radial snow tires*, P195/75R14 – make offer, 424-4401.*

Antique sausage & wine press *– $50, 484-6282.*

Hamm.organs*, 1-sm, 1-lg, both ex cond, 747-3271.*

Man's London Fog coat*, like new, zip lining, sz 40 reg, 424-8691.*

Dinette w/ 2 chairs *– $50, end, cocktail tables – $20/ea, 486-2390.*

Garage door*, overhead, 3 yrs old, metal, 16x7 – $225, 925-2471.*

6' artif X-mas tree*, 97" wide patio drop, old tools & kit utl, 747-9660.*

'84 VW Jetta GL*, must sell, AM/FM cass, 5sp, ex cond – $3,400/offer 747-1421.*

GE washer/dryer*, rd kit, table & 2 chrs, fans, moving, others, 744-0809.*

Wanted

Scroll saw*,bench, powered, good, 745-7625.*

3 & up child care*, organized, reasonable, licensed, 638-4652.*

Lionel & American Flyer and Marks trains*, any ocnd, 219-724-8011 after 5pm.*

Free

Garage door operator*, water softener, 432-9871.*

Firefighters' Christmas party scheduled Dec. 9

GE Volunteer Fire Dept. Christmas party is Dec. 9 at Southwest Conservation Club on Bluffton Road. Cocktails at 5 p.m. with dinner following. a $5 deposit is required before Dec. 1, and will be refunded when you arrive at the party. Send reservations to Judy Adams, 1635 Broadway, P.O. Box 2206, Fort Wayne, IN 46801-2206.

SUPPLIERS, from page 2

generation put into Tokyo in that period has been GE – primarily produced in the U.S. and in some cases jointly produced with the Japanese.

There's also the opportunity for us as we improve our product availability, to get more aggressive in those marketplaces and to piggyback on some of our GE brethren who are quite strong in some of those marketplaces.

We also think our Korean partners are going to be a good entry for us into the Far East and in total, as we think our German partners will be a good entry for us in Europe.

Q: What characteristics do you find valuable in a supplier right now?

Barranco: We look for suppliers who are experts in their businesses. We don't have the resources to become experts in all areas, so we want your help to improve in those are where we're not so strong.

Leigh Ewell: We're looking for suppliers who can give us ideas on how to become better in our production. To do that, we are going to establish supplier councils. We plan to kick it off the first of the year.

We're starting to beef up our resources and develop processes so that you can get your ideas in here. And if we think your idea's a good one, we're going to run with it, and if we don't think it's good, we're going to tell you why.

Q: Your sales division has worked with Carrier in regard to floor planning and financing. Is GE Motors willing to assist its suppliers in negotiating with GE Capital for equipment improvements that would result in a win-win situation?

Morey: We'd be happy to work with you to set that up. As you do things more productively, you, we and our customers win. Whenever you see a GE resource you could use that could help us both, let us know. That's what partnership is all about.

Company looking for STAR's and ACE's

With the school year well underway, once again the search has begun for the GE Foundations' STARS and ACES of 1990.

The STAR (Student and Teacher Achievement and Recognition) and ACE (Award for Career Education) programs continue to provide awards to high-achieving sons and daughters of GE employees and retirees, and to recognize high school teachers selected by the scholarship winners as having had a great influence on their success.

Under the STAR program, up to 125 winners will be selected company-wide to receive awards of $1,000 each, and an additional $500 will be contributed in honor of the selected teachers. Under the ACE program, up to 100 winners company-wide will be selected and they will receive $500 each, with an additional $250 going to their high schools to honor their teachers. Scholarship winners in both programs will be selected by the Citizens' Scholarship Foundastion of America (CSFA).

STAR applicants must be seniors in public private or parochial high schools planning to enroll in a full-time undergraduate course of study at an accredited four-year college or university. ACE applicants must be high school seniors or graduates less than one year who plan to enroll in a full-time course of study at an accredited post-secondary two-or-three-year community college, junior college, hospital school of nursing, vocational, trade or technical school.

The deadline for submitting applications to CSFA is Jan. 5, 1990. Brochures which include application forms and complete details on both programs may be obtained from Terri Jones, Building 18-3.

MAIL INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail non-intracompany address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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GE News

Fort Wayne
Vol. 71, No. 46
November 16, 1989

Inside:

ReadiLoan rates changed. See page 3.

Be a safety winner. Clues on page 2.

Do you want to join a Company running team? See Briefs box on page 2.

Work-Out: different things to different people

Work-Out to many people in GE remains a vague concept. People are unsure whether Work-Out means bureaucracy out, or that all employees will have more say in decision-making, or if it simply means fewer reports will be required. Well, they're all right. According to GE Chairman Jack Welch, Work-Out means different things to different people.

"It should mean something different to everyone, because each business has a different type need that it can serve and will approach it from its own perspective.

"I see Work-Out as a vehicle that, if totally and passionately implemented, will get us eventually to the speed, simplicity and self-confidence we need to have to win against what's ahead in the '90s and beyond.

"In the first stage, Work-Out is something like a town meeting, a forcing mechanism to get people together in a room and get them talking. In phase one, for the first several months we'll go after the easy stuff that stands between us and running the business better – excess reports, unnecessary approvals, redundancies, the paraphernalia of petty bureaucracy that irritate just about everyone. (See accompanying chart on page 4.)

"Now, as people surface these things and see them disappearing from the organization, see their ideas taken seriously and implemented, see people listen to them, they'll

*see **WORK-OUT**, page 4*

Multi-functional discussion highlights customer service, productivity, leadership

GE Motors will have to stretch to make its internal net income target for 1989. At the end of October, the business was less productive than it was a year ago. In our customers' eyes, we're not as good on service as we were nine months ago.

That was the message that 10 people from across the business heard Monday during a roundtable discussion hosted by Dan DeForrest, Manager – Finance Operation.

But there was another message – one that was reiterated around the table. GE Motors has good people who can turn things around, especially next year when many of the transitions and rationalizations will be behind us.

"All these changes are challenging, have hurt business results,... but we do have good people and we'll get through," said Pat Ballou, 4-6.

DeForrest agreed. "In my heart and soul, I know we're going to come out ahead."

Some said that they'd like to see more enthusiastic leadership to help ignite the workforce.

"When you walk into a business, the first thing you notice is how it's managed, whether it's Burger King or General Electric," said Marian Hamilton, 4-6.

DeForrest said Work-Out will help ignite that enthusiasm. "We've always hired the best. What management has to do is get out of our people's way and let them do their job," he said. "Work-Out will empower them and thus ignite their enthusiasm."

On customer service, the most recent survey shows that GE Motors has slipped somewhat in responsiveness and quality of

*see **DISCUSSION**, page 4*

There was another message – GE Motors has good people who can turn things around, especially next year when many of the transitions and rationalizations will be behind us.

Briefs

Runners wanted

Compete with GE teams in track and field, cross-country, road racing and marathons in all regions of the country. Any full-time employee of the GE company and its subsidiaries is eligible to compete. To learn more about it, send your name and mail code to Jack Berkery, GE R&D Center, EP-110, P.O. Box 8, Schenectady, NY 12308.

Correction

The deadline date for submitting applications in the STAR and ACE scholarship competitions is January 15, 1990. The deadline date in an earlier article published in the GE News was incorrect.

No News next week

The GE News would like to wish all employees a happy and safe Thanksgiving holiday. The GE News will not be published next week, but will return Nov. 30.

Lump-sum payment schedule announced

Dates for payment of the "wage and salary lump sum," which is part of the Motor Wage Agreement, were announced this week.

Measurement period for the lump sum provision is April 3 (Fiscal Week 14) through Dec. 3 (Fiscal Week 48).

In order to allow a sufficient period for processing checks while providing employee payments in a timely manner, checks will be distributed according to the following schedule:

- Payment for period Fiscal Weeks 14 through 43 will be distributed with paychecks Nov. 22.
- Payment for period Fiscal Weeks 44 through 48 will be distributed with paychecks Dec. 20 for hourly and Dec. 22 for non-exempt salaried.

The lump sum payments will be separate from the regular paychecks received on those dates.

The lump sum check will include deductions for federal income tax, FICA, state and local taxes, pension earnings and Savings & Security contributions.

First safety slogan winners announced

GENERAL ELECTRIC CO.
MOTORS
Be Good to Yourself
FOLLOW SAFETY INSTRUCTIONS
NO SMOKING
CAUTION
DANGER
HARD HATS REQUIRED
CAUTION

Broadway's first Safety Slogan Contest winners are pictured above. They are (back row) Isabella Harper, Nola Osmon, Liz VanPelt, Ivan Jones, Linda McDowell, Jayne Krauskopf, (front row) Pat Redmond, Virginia Hiner and Shirley Mullins.

To win, memorize the safety slogans displayed at various Broadway locations, including the Lindley Gate. Two different slogans will be displayed and they change every other week. During that two-week period, safety committee members will randomly choose employees to recite one of the slogans. If you get it right, you win.

The first winners in the photo above are displaying the slogans for this week. So memorize them, and you could be one of the next round of winners.

Nifty prizes are awarded.

Congratulations, again, to the winners and remember that safety is everyone's business.

ReadiLoan interest rate changed; loan availability/repayments provisions added

New federal government regulations regarding loans from employee benefit plans went into effect Oct. 19. The regulations change the interest rate set for new S&SP ReadiLoan applications made on or after Oct. 19.

Regulations require that the interest rate charged on S&SP ReadiLoans be based on a rate that banks or other lenders would charge on similar loans. This means that the basis for the ReadiLoan interest rate had to be changed from the Short Term (ST) Fund rate to a rate based on commercial loans.

Beginning with applications on Oct. 19, the ReadiLoan interest rate will be based on the monthly average of the composite yield on seasoned corporate bonds as published by Moody's Investors Service. The Moody's index is used by many insurance policy loans.

Rate slightly lower

The rate for ReadiLoan applications from Oct. 19 through Oct. 31 is 9.36% (Moody's average rate for August 1989). The rate on ReadiLoan applications through Oct. 18 was 9.78%.

Beginning in November, the ReadiLoan interest rate will be established each month based on the Moody's rate. The ReadiLoan rate in effect in the month of application will be fixed for the term of the loan for loans of one to five years.

Other changes

The new government regulations require several other changes in the ReadiLoan program. Here's a summary of these new provisions:

- Some participants will no longer be able to borrow as much as the plan has allowed since the ReadiLoan program began in April. Starting with applications on Oct. 19, participants are permitted to borrow only up to 50% of their eligible account balance. Previously, participants with accounts up to $10,000 could borrow as much as 100% from their account; participants with accounts from $10,000 to $20,000 could borrow up to $10,000.
- Inactive employees (those not receiving pay because of illness, layoff, leave of absence, etc.) are now allowed to borrow from their account. ReadiLoans are also available to participants who have transferred to GE affiliates which do not participate in S&SP.
- Participants with an outstanding loan who terminate service with GE are no longer required either to repay their loan in full at the time of termination or to receive a distribution from their account if they fail to repay the loan at time of termination. The new regulations allow those who terminate employment to make direct loan repayments by check for the term of the loan on the regular repayment schedule.

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

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Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________

Address ____________________ City ____________

Bldg. ____________ Home Phone ____________

Signature ____________________

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Ads

For Sale

Sears 19" color tv, *might need tuner cleaned – $65/offer, 745-0047.*

Earth stove, *A-1 cond – $300, 432-3746.*

3-ft Christmas tree *– $10, 484-4827.*

Ladies wool suits, *colors, – $20 -$30, 749-5902 after 6pm.*

Bauer 8mm movie camera, *zoom good cond, 744-0773.*

Sierra Hearth stove *wood burner – $150, 447-4897.*

Black walnuts *– $3/pt, 693-2334.*

Electric heater, *2 instant heats, auto, 447-9762.*

A-frame chalet, *corner near St. Francis, 432-9006.*

3-79 Yamaha snowmobiles, *trailer – $2,150, 483-1225.*

White cast iron dbl sink *w/ Delta faucets – $20, 432-2896.*

'63 Corvair Monza, *4dr, AT, fair cond, 447-1474.*

8' Vega trk camp, *ex cond, options – $800, 483-7655.*

Wanted

Lionel & American *Flyer and Marks trains, 219-724-8011 after 5pm.*

For Rent

Dbl home, *Thompson Ave, 2br, avail Dec. 1 – $250+util, 489-3844.*

Free

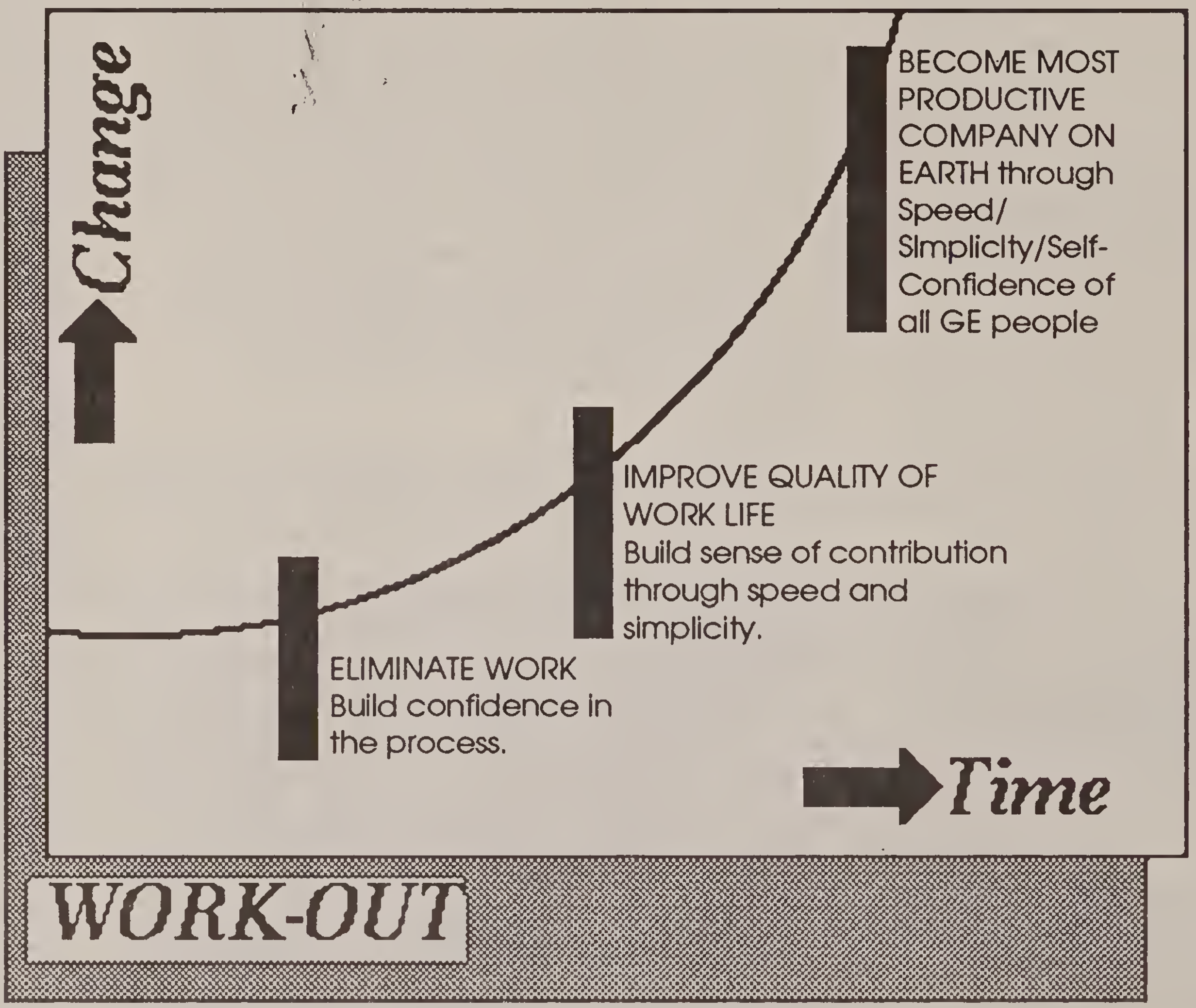
Kittens, cats, *m/f, must go, 488-3766.*

To read more about Jack Welch's strategies for the Company, see the latest edition of Monogram available now. Also, in the GE News Nov. 30 issue, you tell us what Work-Out means to you.

become bolder, more self-confident and begin saying, 'Hey, I can define my job better. I can contribute more to this business and I can have more fun doing it.' And they'll start redefining their own jobs with increasing confidence – a few of them at first, then more. This will gather momentum and in the third phase – maybe four or five years out – we'll begin to hit critical mass in one business after another until we have a more vibrant, more productive company than has ever been seen anywhere. We'll have a company that is fueled by, that runs on, the unique attributes that we know exist in the American spirit – curiosity, individualism, intellectual ferment; a company where jargon and doubletalk and bureaucracy are ridiculed, and candor is demanded.

"We're not going to get a company like that by reading how-to-books and trying to imitate other cultures. We've got to liberate the energy of our own. Take a look at the urgency, the fire, that permeates those garage startups in Silicon Valley and elsewhere, and imagine it fueling a company of 300,000 people. That's what we're aiming for. Nothing less. We want to be the biggest small company in the world...

"It's been said that most people's jobs are too small for their spirits. I want a company where every single job grows to the size of its owner's spirit."


Change
BECOME MOST PRODUCTIVE COMPANY ON EARTH through Speed/ Simplicity/Self-Confidence of all GE people
IMPROVE QUALITY OF WORK LIFE
Build sense of contribution through speed and simplicity.
ELIMINATE WORK
Build confidence in the process.
Time
WORK-OUT

DISCUSSION, from page 1

transactions and communication in comparison to nine months ago.

Much of that, said one participant, is due to the consolidation of the field sales support into Building 4-6. DeForrest said the business is trying to get additional training to smooth out that transition.

"One of the biggest things we've learned this year is that we need to manage transitions better," DeForrest said. "That will be a test for us as in 1990 with Holland's rationalization and the Industrial motors transitions."

In addition to those already mentioned, participants in the discussion included: Norm Chamberlain, TS, Michael Hamilton, TS, Ralph Hill, 4-1, Les Manz, 31-2, Carol Moore, 4-6, Andrew Picco, 31-2, Nell Porter, TS and Rodger Rang, TS.

Celebrate Christmas with Elex Dec. 3

The Elex Club will host its annual Christmas Program on Sunday, Dec. 3 in the GE Club Auditorium. The program begins at 2 p.m. and features the local variety group Quintessence. Tickets are $3 per person. There'll be singing, dancing and the afternoon will wrap up with a selection of popular Christmas songs. **Call the Elex office, 428-3240, for tickets. Please make your reservations by Nov. 30.**

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GE News

Fort Wayne
Vol. 71, No. 48
November 30, 1989

INSIDE:

Restore your continuity of service. Here's how. See page 2.

Is your relationship with your doctor a healthy one? Take this test to find out. See page 4.

Elfuns paint haven for homeless. See page 3.

What does Work-Out mean to you?

In the last edition of the GE News, GE Chairman Jack Welch stressed that Work-Out can and does mean different things to different people. Here's what some local employees said Work–Out means to them.

> “*Work-Out, to me, is the process of eliminating unnecessary or redundant tasks. Whether large or small, these types of tasks divert valuable time from the more important tasks that are involved in one's daily scheme. Work-Out should help in bringing about more quality time for increasing customer and company satisfaction.*”

Zelle Crawford
Customer Service Specialist – Industrial

> “*Being authorized by Jack Welch, Work-Out is an excellent vehicle by which a manager's interest and approval can be quickly obtained by a lower level employee to push back and eliminate or simplify projects and processes to enhance productivity.*”

Jolene Heyerly
Secretary – Finance

> “*I'm looking forward to the challenge – change is sometimes difficult, but in the long run I hope to have more pride in my job and myself. Hopefully Work-Out will cause me to take a closer look at what I do on my job, sort out what is unnecessary or outdated and become a more productive participant for GE in the future.*”

Sara Bubp
Secretary – Specialty Transformer Technologies

> “*I'm not sure what Work-Out means in GE terms, but to me, it means people pulling together to get the job done as soon and as safe as possible. It means better communication between the teams so everyone knows what's going on at all times. To me, Work-Out should be a total commitment from everyone to do his or her job the best they can.*”

LB Vaughn
Set-up – Building 4-2

U.S. must keep up effort to raise productivity, Welch says

Editor's note: *The following excerpts are from an article of the Pittsburgh Press. It reports on GE Chairman Jack Welch's address to The Economic Club of Pittsburgh's annual Distinguished Lecture.*

U.S. corporations must find the key “to dramatic, sustained productivity growth” to remain competitive worldwide in the 1990s, according to GE chairman Jack Welch.

Competition from a “much more powerful Japan... a confident Europe,” and Far East countries such as Korea in the 1990s “will make the 1980s look like a walk in the park,” said Welch.

Welch said U.S. industry must match Japanese productivity, which has averaged 7 percent a year for more than two decades. U.S. productivity gains have averaged 1.4 percent a year since 1981, up from 0.6 percent a year between 1973 and 1981.

The source of Japan's productivity advantage is its culture, Welch said.

But “it is we who have the ultimate advantage. Our natural strong suit is the natural productivity of our people,” he said. “The worst thing we can do is stifle (them)... or all we'll have left is the bureaucracy that hinders them all.”

Welch is recognized as one of the nation's top CEOs, and since becoming GE's chief executive in 1981, he has overseen a corpo-

see PRODUCTIVITY, page 3

> *“What every one of us must do is give every employee the opportunity to dream, risk and win.”*
>
> **Jack Welch**
> GE Chairman and CEO

Briefs

School loans available

The application deadline for any GE Educational Loans for the 89-90 academic year is **Dec. 18.** Forms are available from Guy Smith in 18-1.

Oops!

In our Nov. 16 edition, the GE News incorrectly identified one of the winners of Broadway's Safety Slogan Contest. The employee is Mary Kolczynski, not Shirley Mullins.

Ads

For Sale

***'81 Malibu**, good body & tires, 61K mi, 747-2994.*
***Lg assort silk flowers making kit**, 447-1474.*
***Kimball Swinger organ**, like new – $500, 485-4496.*
***Bowling balls,** men's yellow dot & lt-48 – $7.50/ea, 432-4836.*
***Desk w/7 drawers & chr** – $30, 456-4278.*
***Autoharp**, ex cond, w/ case – $60, 483-2984.*
***30 ft radio tower,** dismantled – make offer, 483-8347.*
***3 ft Christmas tree** – $10, 244-3389.*
***Bar & 2 chrs, couch**, A-1 cond – $375/offer, 745-2089.*
***'84 Jetta GL**, woman-driven, ex cond, 5spd, 747-1421.*
***Bowling shoes**, sz 10D men's, like new – $4, 424-8691.*
***Factory sewing machine**, good cond – $450, 486-5210.*

Wanted

***Scroll saw**, 745-7625.*

Now's the time to apply for Service Restoration

If you previously left GE and, as a result, lost GE continuous service credits, you'll soon have an opportunity to have those service credits restored if you meet certain eligibility requirements. This is one of the special opportunities included in the new GE job package announced in July 1988. It becomes effective Jan. 1, 1990.

> ### *Service Restoration Example*
>
> Assume an employee first joined GE in 1979, left in 1983, returned in 1986, and has been here ever since. That person would be eligible for restoration of continuous service credits cancelled when he or she left in 1983. That's because the requirements of being employed on Jan. 1, 1990, and having completed three or more years of service as of that date have been met.

Application forms to apply for this service restoration are available from your Employee Relations Representative or Personnel Accounting in Bldg. 18-1.

"Service restoration opportunities cannot be automatically determined for each current employee," said Homer Jennings, Manager – Personnel Accounting Support Operations. "This is because the prior service information required for the restoration is not a part of an employee's current employment record. Anyone who thinks they qualify must apply."

This opportunity applies only to restoration of continuous service used to establish an employee's continuity of service date. It does not apply to pension service. Rules governing the restoration of pension service are explained in the pension section of the GE Employee Benefits Summary Plan Description, under the section entitled "Service."

Service with an affiliated company 50% or more owned by GE is also eligible for restoration, but only for periods during which GE had such ownership.

Eligibility requirements

Periods of one or more years of prior continuous service are eligible for restoration. Multiple periods of prior service may also be restored provided each period is at least one year or more.

To restore lost continuous service credits on Jan. 1, 1990, you must meet the following requirements:

- Your most recent period of GE employment must have begun before June 27, 1988. (If you were reemployed on or after June 27, 1988, you will have a similar service restoration opportunity when you have completed three years service following reemployment.)
- Be actively employed on Jan. 1, 1990.
- Have three or more years of continuous service as of Jan. 1, 1990.
- Repay any lump sum termination payments received at the time of a previous separation from the company if such repayment is normally required as a condition of service restoration.

Service restoration important

Continuous service credit is important because it affects many benefit plans such as vacations, sick and personal days, layoff/plant closing/work transfer benefits, and eligibility for certain retiree medical coverages.

If you think you meet the above requirements, you should complete an application form and return it to Personnel Accounting, Bldg. 18-1 or your Employee Relations representative within 30 days. If you are otherwise eligible but will not have three years of service on Jan. 1, 1990, you should complete and return the form when you attain three years service. Please attach any records that may be helpful in documenting your claim.

Employees are urged to act promptly since service restoration cannot occur until a completed application has been submitted and a determination of eligibility is made.

Elfuns paint haven for homeless families

Members of the local chapter of the Elfun Society pose on the porch of Vincent House, a haven for homeless families located in the eastern section of Fort Wayne. The Elfuns supplied the materials and labor to paint the interior of the house.

Members of the local chapter of the Elfun Society spent a recent Saturday painting Vincent House, a local haven for homeless families.

The GE volunteer organization donated the materials and labor to paint the interior of the two-story, seven-bedroom house located at 2827 Holton Ave. in the eastern section of Fort Wayne. Although the Vincent House renovation is the first of its kind for the local Elfuns, the group is planning activities like it in the future.

A recipe for good cheer

Here are some ideas for a fulfilling and happy holiday season for you and your loved ones.

Keep your expectations realistic. Don't expect this holiday season to be the best ever. Things rarely live up to hopes and dreams. Instead, consider what you can realistically do to make things more like you want them to be. This is where the positive, more creative aspects of imagination can work.

Don't be trapped by tradition. Don't become upset with worry over whether to give a gift to a neighbor, your teacher, former in-laws. Abandon traditions you've grown weary of or can't afford. Explain your feelings to people who ask.

Money isn't everything. Some of the best gifts are those that you make yourself. Will spending those extra precious dollars really ensure that your gift is liked? Spending more than you can afford will only make you depressed when the bills start arriving after the holidays.

Treat yourself! Make sure you plan for some time by yourself. And giving yourself a special present or taking yourself out to a nice restaurant or for some other enjoyable activity is just as appropriate as giving to others.

You don't have to be alone. If you would enjoy it, invite yourself to spend holidays with friends if you don't have family. Join a support group, church or synagogue to meet people with common interests. Helping others through volunteer activities can help you forget your troubles.

Call for help if you need it. You usually can pull yourself from the doldrums if you try. If you think you can't, you should seek help from friends, family or contact your EAP counselor.

PRODUCTIVITY
from page 1

rate restructuring that boosted annual productivity gains to 6 percent this year.

According to Welch, "we have to move to a radical, not a fundamental change... that touches every individual in every company every day."

The changes Welch foresees depend on three keys – speed, simplicity and self-confidence.

"We can grow a work ethic that plays to our strength... What every one of us must do is give every employee the opportunity to dream risk and win."

Congratulations CPR grads!

43 employees completed the Red Cross adult CPR course in September and October. Congratulations to all for their attention to safety!

From Sec. 14: Bob Butler, David Buuck, Shirley Northcutt, Robert Schiffli, Randy Simmons, Michael Busse, Diane Moore, Shirley Short, Dewayne Smith, Beverly Thomas, Robert Timbrook, David Adams, Marvin Tague, Jeff Wheeler, Sam Woodfin, Robert Dunlap, Greg Duvall, Bill Jendrasek, Annie Lee Bell, Janice Ragan and Randall Vetter.

From Taylor Street: Rossie Knuckles, Mary Stolz, Lyman Lewis and Wayne Perry.

From ACSD: Pamela Hite, Rosemary Henry, Stephan Hosier and Sharon Jones.

From the Wire Mill: Richard Hinkle and David Schroff.

From 26-4: Melvin Day and Stanley Williams.

From 31: Richard Uhen, Bev Tarlton and David Carter.

Also, Dale Baeske, 4-5, Stan Ketzler, 4-4, Duane Miller, 27-1, Elbert Wyatt, 6-2, Susie Hinkle, 4-1 and Chris Rouen, 26-2.

Good patients deserve good doctors

A good relationship with your primary care doctor – such as a family practitioner, internist or pediatrician – goes a long way toward safeguarding health. Like all relationships, this one works best when each partner has a clear understanding of the other's rights and responsibilities.

From your point of view, at the foundation of the relationship is how the doctor treats you as a person and patient. But remember that the relationship is two-way; even the best doctor cannot be effective if a patient does not live up to some basic responsibilities.

Here are the basics of what each partner should expect from the other – and give in return. If you want to evaluate your patient-doctor relationship after you read this, complete "The Patient-Doctor Index" located below.

The Patient-Doctor Index: Rating your relationship

This exercise will help you evaluate your relationship with your primary care doctor. It will help determine if it is as productive as it can and should be, and it will point to problem areas.

The scoring is simple: Score each item from 1 to 5 – with 5 being the most positive and showing that your doctor is near perfection in your mind for the statement made. All items should be scored, even if you find some difficult to rate. Just be as fair as you can be.

1. My doctor shows a strong interest in my total, long-term well-being, not just on the immediate problem. He or she treats me as a person, not as a case.

2. I feel comfortable calling about health matters that are important to me, and I do not get the sense that the doctor treats such calls as an intrusion. My doctor returns my phone calls.

3. During office visits, my doctor takes the time to help me understand my problem or treatment and does not make me feel rushed.

4. My doctor welcomes and encourages my questions.

5. My doctor uses language I can understand or explains things patiently when I don't understand.

6. My doctor double-checks to be certain I am clear on instructions such as for taking a drug, avoiding certain foods, etc.

7. My doctor stays involved when I need a specialist or if I have to use a hospital or other health facility. He or she advises and guides me to make the right decision and follows up to make sure I am getting proper treatment.

8. Under normal circumstances, my doctor does not keep me waiting too long (20 minutes or so at most) for scheduled appointments, and my doctor's office is well-organized and professional.

9. My doctor is candid with me and tells me everything I need and want to know about any particular aspect of my health. If my doctor doesn't know something, he or she is honest about it.

10. I have confidence in my doctor's medical capability and competence.

11. My doctor's charges seem fair and reasonable as compared to what other doctors in my area charge.

Now add up the ratings. This is what the total may indicate:

50-55: If your doctor is not related to you, he or she may as well be. Don't move unless your doctor moves, too.

35-49: While mostly a positive relationship, there may be some areas for improvement, either by positive actions on your part or a frank discussion with your doctor.

25-34: Your relationship can stand improvement. If some ratings were high and others low, the relationship might be saved with some focused attention. But if most items were in the middle or below, you are less likely to improve the relationship and a change may be in order.

Below 25: The relationship is in trouble. Make sure your medical records get transferred when you change doctors.

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GE News

Fort Wayne
Vol. 71, No. 49
December 7, 1989

INSIDE:

Matching available for Alabama tornado victims. See page 3.

GE announces $10 billion share repurchase and dividend increase. See page 2.

Shadows scheduled to appear Jan. '90

The Shadow knows. It may be a corny saying, but it's true, and beginning January 1990, all GE Motors employees will have the opportunity to find that out for themselves.

Beginning in January, any employee in GE Motors can learn first-hand what it's like to be in another employee's shoes. The process is called Job Shadowing, and it's part of a cross-functional training (CFT) initiative.

Want to try Steve O'Brien's spats on for size? Or perhaps Work-Out leader Roshan Chhabra's? Maybe your stride is more compatible to walking the shop floor. Or if you don't feel like straying so far from home so quickly, just take a peek around the corner. What does that person next door to you do?

Whatever benefits you and your job – name it!

"Cross-functional training was identified during the August Work-Out session as one of the major deficiencies in the Motor Business," said Mark Muller, CFT facilitator. "Our group volunteered to develop and implement CFT programs to overcome that weakness. We are dedicated to the task, and with continued support from the business, we're confident we can succeed."

Shadowing is scheduled to begin in January, although some informal shadowing is already taking place. (See related article on page 4.)

To encourage participation in Job Shadowing, the CFT team is proposing very flexible guidelines. The team hopes all employees take advantage of the opportunity to shadow

see SHADOWS, page 3

Cross-Functional Team born from Work-Out

GE Motors began its Work-Out initiative early this year. Though it's early for what some say could take 10 years to realize, we're seeing progress.

Work-Out is an ongoing process toward achieving speed, simplicity and self-confidence for everyone at all levels of the organization.

GE Motors Vice President Steve O'Brien and GEM Work-Out Leader Roshan Chhabra recognize that much of the bureaucracy that inhibits speed, simplicity and self-confidence is created at the top levels. So that's where they began tackling Work-Out.

Last Spring, Steve O'Brien and his staff held their first Work-Out session. Then all Work-Out leaders joined the process, building onto and shaping the Work-Out agenda.

GEM employees volunteered their time to Work-Out sessions beginning in August. At these sessions, employees identify problems plaguing the Motor Business and form teams to solve them.

The Cross-Functional Training (CFT) team was born from the August Work-Out session. One of six items identified as problematic in GE Motors, training has become an instant priority.

These ongoing monthly sessions, scheduled through 1990, are vital to getting Work-Out.

Solving problems like those so far identified during Work-Out sessions will drastically alter the way GEM does business.

GEM will be more competitive, better prepared for the challenges of the 1990's. Through Work-Out, the vision of empowered employees with speed, simplicity and self-confidence would become reality.

GE announced $10 billion share repurchase coupled with 15% quarterly dividend increase

GE's Board of Directors last month authorized the repurchase of up to $10 billion of company stock over the next five years. The GE Board also increased the company's quarterly dividend by 15% to 47 cents per share.

GE Chairman Jack Welch said: "We've looked at all the alternatives and reached the conclusion that GE stock is the best investment we can make.

"We believe GE is in a unique position to enhance long-term share owner value," said Welch. "Over the past decade, through acquisitions and joint ventures, steady productivity increases and restructuring, we have built 13 businesses with world-class positions. In the decade ahead, we believe these businesses will provide high earnings growth and significant cash flow.

"These prospects give us the flexibility to increase dividends in line with earnings, maintain a high level of internal investment, make complementary acquisitions – and also repurchase a significant amount of stock. We would expect that the repurchases will result in a significantly higher return on equity, and higher earnings per share," he said.

Dividends have been increased each year since 1975 and last month's increase raises the annualized dividend rate to $1.88 a share from $1.64. The dividend declared last month is payable Jan. 25, 1990 to share owners of record at the close of business Dec. 8, 1989.

The repurchase plan is designed to be flexible. Shares will be acquired in the open market with funds from a combination of borrowings and free cash flow. Should world economic conditions, a multi-billion-dollar acquisition, or other circumstances warrant, the company would modify the pace and dimension of the plan to maintain GE's solid financial position.

GE has reviewed the share repurchase plan with the rating agencies and they have confirmed GE's Triple A debt rating.

A booklet providing addition information on the repurchase program will be mailed to share owners and is available upon request.

Briefs

EAP counselor retires

Dag Arnold, our Employee Assistance Program counselor will be retiring Dec. 15. He has served us since August 1980 and has made many friends and acquaintances during that time.

The Medical Unit plans a reception for him on Dec. 13 in the Dispensary, bldg. 21, from 1 to 4 p.m. for those who want to wish Dag well as he begins a more "relaxed" lifestyle. Cards may be mailed directly to him in bldg. 21.

FW GE Retirees 30th Annual Dinner scheduled

The dinner will be held Friday, Feb. 9, 1990 at the Egypt Temple, 4050 Dana Shore Drive in Tampa, Fla. Cost is $10/person. Social hour begins at 11:30 a.m. with dinner at 12:30 p.m. Cash bar available. All reservations with payment must be made by Jan. 31, 1990. For further information, contact Marion Gagnon, (904) 588-2047, or Helen Thieme, (219) 447-9342.

Fort Wayne GE 30th Annual Dinner

# tickets ______ **@$10 each** **Total amount enclosed** ____________

Guest's name ____________________

Your name ____________________ **Telephone** ____________

Address ______________________________

Make check or money order payable to Marion Gagnon and send with self-addressed stamped envelope to Marion Gagnon, Lot 2-6, 1200 Johnston Road, Dade City, FL 33525.

Gifts to aid Alabama tornado victims eligible for matching by GE Foundation

The GE Foundation is once again responding to aid victims of a natural disaster – this time the tornado that hit the northern Alabama city of Huntsville on Nov. 15. Donations of $15 or more from GE employees and retirees will be matched through the "More Gifts... More Givers" program.

The tornado sliced a path a quarter-mile wide and nearly 25 miles long through a residential and commercial area on Wednesday, Nov. 15, killing 17 people and injuring nearly 500. Preliminary damage assessments indicate that 141 homes were destroyed and 274 homes were damaged in Madison County, Ala.

There are about 500 GE employees in the Huntsville area, most employed by the Automated Systems and the Armament Systems departments. Losses by these employees were relatively minor, according to an early report.

Make checks payable to the "American Red Cross" with the notation "Eligible for GE Foundation Match." Mail checks to the following address:

American Red Cross
P.O. Box 37243
Washington, D.C. 20013
Attn: Alabama tornado

To receive gift matching, call the GE Foundation Matching Gift Center at **1-800-4-MATCH-GE (or 1-800-462-8244).**

SHADOWS, from page 1

someone a minimum once per year, each assignment lasting 1/2- to 5 days with 1 day being typical.

Shadowing is an activity to be initiated, planned and executed by an employee who wants to learn about a specific job, process or function. He or she should discuss and plan the activity with the person or people involved. Before the shadowing activity is started, the managers of those involved should be informed. Afterward, don't let your Shadow experience merely evaporate. Followup and share what you learned with others who may benefit.

Shadowing provides employees with an opportunity to gain a more rounded view of the business. It encourages teamwork and camaraderie, because now the right hand knows what the left hand is doing. The process breaks down barriers to communication and opens doors for career advancement. Shadowing also creates more flexible employees who can more easily contribute to the business because they know better how they fit in and where they can add value.

But the ball's in your court.

"If you want to shadow someone, then you must initiate the match," said Muller.

The CFT team is also exploring other training opportunities for future implementation. They include long-term cross-functional assignments and presentations and cross-functional opportunities for secretaries.

To make sure they're on-track with their Job Shadowing ideas, the CFT team would like your input on the process. If you have any suggestions or comments on how to make Shadowing better and more responsive to the needs of all employees, ***please let Mark Muller know on ext. 3223, QuikComm MMuller, or send it to 19-5.***

Other team members are:

Brian Beifus, 19-5	*x3154*
Cal Keys, 21	*x3656*
Anne McGuirk, 4-6	*x5479*
Jeannette McLean, TS	*x4822*
Geoff Paufve, 31-1	*x2319*
Jon Schlemmer, 31-2	*x3048*

Ads

For Sale

***'83 Ford Ranger**, AC, cruise and more, 57K mi – $4,000, 483-4862.*

***Garage door**, overhead, white steel, 3yrs old, 16x17 – $225, 925-2471.*

***'76 Buick Sedan**, 4dr, LeSabre – $600, 456-5571.*

***Piano**, Everett console, Fruitwood finish, ex buy – $1,200, 483-4862.*

***Twin rollaway bed**, never used – $40, 483-2984.*

***Sunbeam 30-cup perk** w/ faucet kit scale to 25 lbs, 482-3604.*

***Tractor**, Murray, 36" cut, 11 hp, like new – $600, 483-4862.*

***Dayton split phase AC motor**, used 3 mos – $30, 422-4171.*

***Antique East Lake chairs**, (PR), new covers, 493-2590.*

***2 br w/ basement**, at 633 W. Dewald, 744-0771 after 4pm or 622-4680 anytime.*

Wanted

***Housework**, 419-263-2927.*

***Lionel & American Flyer and Marks trains**, any cond, 219-724-8011 after 5pm.*

For Rent

***2 br w/ basement**, at 633 W. Dewald, 744-0771 after 4pm or 622-4680 anytime.*

***2 apts close to GE**, 745-3613.*

***2 br apt**, SW, basement, avail Dec. 1 – $250 plus utilities, 489-3844.*

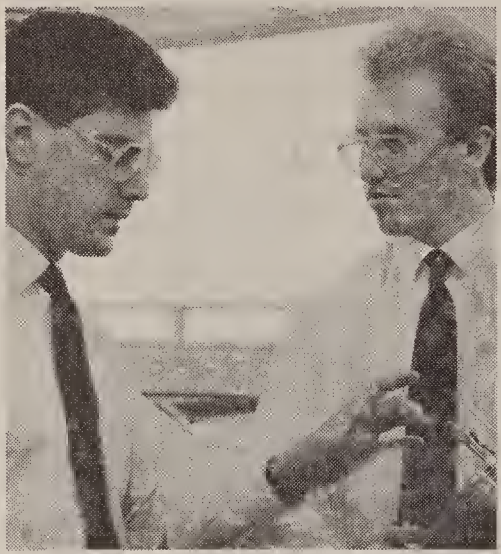
Me and my shadow

Editor's note: *Some shadowing has already taken place. Feedback from the participants has so far been very good and all are looking forward to their next shadow experience. Below, they tell it like it was. But don't just take their word for it, find out for yourself just how worthwhile shadowing can be.*

*(**Mark Fleer**, Mechanical Design Engineer, shadowed **Ron Kroemer**, Broadway Operations Manager.)*

Shadowing is a very effective way to improve cross-functional communication and understanding. Shadowing a level or two higher also might add extra perspective for the shadower. – Kroemer

For job consideration, there is no better way to tell if you are interested in a position. Shadowing also helped me know what I can do to serve my customers better. – Fleer



I didn't anticipate Cary's helpful suggestions about the test set enclosure problem I was discussing with the electricians. – Miller

Shadowing provides networking opportunities and new job possibilities, and overall, it increases perspective of what GE is all about. Shadowing drops "barriers." – Weldy

__Cary Weldy__ (left), Technical Sales Program, shadowed __Rob Miller__, Manufacturing Management Program.

__Gene Edwards__ and __Ronda Gaston__, 4-6 Customer Service Specialists, shadowed __Donna Webb__, TS CSS.

We all have preconceived ideas about people we deal with. Until you know what that person goes through, those ideas won't change. This was a great opportunity to "walk a mile in the other guy's shoes." – Gaston

I can now appreciate the problems the Taylor Street plant faces when asked to expedite or pull ahead an order. Things like sidetrack, material availability and other expedites add to the problem. – Edwards

Together, we discovered shortcuts to make ourselves more efficient. I was able to show them how much effort it takes to ship even one motor. As a result, we've gained a better understanding of each other's jobs, and I've been able to get some work out. – Webb

__Kathy Runkle__ (above), a Buyer in Purchasing, and __Jerry Rambo__ (below), in Motor Repair at TS, shadowed GEM Vice President __Steve O'Brien__.

I was surprised by how well I was received as a shadow and the willingness of management to listen to problems. I also learned that no matter who you are or what you do, doing your job well makes you feel good about yourself. – Rambo

Shadowing gives people a better idea of the issues faced by the Motor Business. I enjoyed being shadowed and look forward to being shadowed again. We also reversed the process and I visited Taylor Street and Purchasing. – O'Brien

A highlight of my day was our trip to Taylor Street to see where Jerry worked and seeing Steve's reaction to all the motors that needed reworking. At the morning key managers' meeting, the problems of quality and timeliness of deliveries was a subject presented to the group. During our visit to Taylor Street, we saw first hand what this means in the "real world." – Runkle

__Lyman Lewis__, Senior Market and Applications Engineer – Industrial Marketing, shadowed Production Operations Manager __Jeff Cary__.

A shadow can offer fresh insight into the job of the person being shadowed and could offer solutions from a different perspective. – Lewis

I expected to be somewhat self-conscious of having someone observing me. But that was not the case. – Cary

Below (left to right): Har Bhatnagar, Electrical Engineer, Lewis, Co-op John Winslow and Cary discuss a new program that will help Taylor Street manage motors in Sidetrack.

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GE News

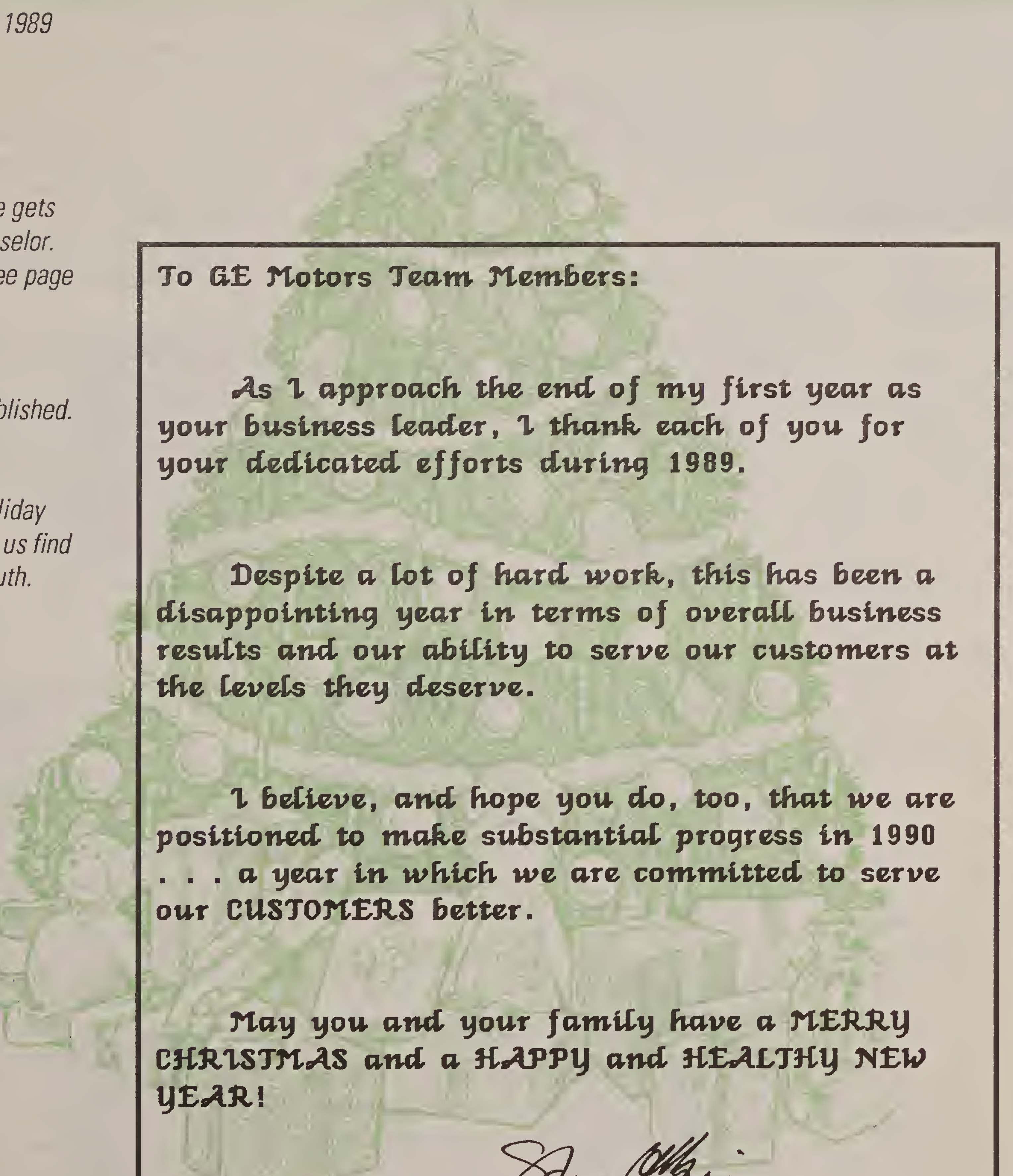
Fort Wayne
Vol. 71, No. 50
December 14, 1989

INSIDE:

GE Fort Wayne gets new EAP counselor. Dag retires. See page 2.

1990 holiday schedule established. See page 3.

Year-round holiday spirit can help us find fountain of youth. See page 4.



To GE Motors Team Members:

As I approach the end of my first year as your business leader, I thank each of you for your dedicated efforts during 1989.

Despite a lot of hard work, this has been a disappointing year in terms of overall business results and our ability to serve our customers at the levels they deserve.

I believe, and hope you do, too, that we are positioned to make substantial progress in 1990 . . . a year in which we are committed to serve our CUSTOMERS better.

May you and your family have a MERRY CHRISTMAS and a HAPPY and HEALTHY NEW YEAR!

Welcome new EAP counselor; good-bye Dag

Dag Arnold (right) hands over his office keys to Roy Whitehead. Whitehead replaces Arnold Dec. 15 as Manager – EAP for the LifePlan division of Park Center.

Roy Whitehead will be taking over EAP duties for retiring Dag Arnold.

Whitehead, who has been working with Arnold at Park Center since 1983, will become Manager – Employee Assistance Programs (EAP) for the LifePlan division of Park Center effective Dec. 15.

With extensive background in chemical dependency issues and mental health education, and manufacturing experience with Delco Electronics and Chrysler, Whitehead is sure to be a valuable resource for local GE employees.

"I'm looking forward to serving you, the GE community, with the same quality service you've come to expect from Dag Arnold," said Whitehead.

Whitehead received his undergraduate degree in Business Administration from Indiana State University in Terre Haute. In 1981, he received his master's degree in social work from Indiana University. Born in Honolulu, Hawaii, Whitehead moved to Kokomo, Ind. in his early childhood. He and his wife, Jeanne, reside in Fort Wayne. They have three children.

And what about Dag Arnold?

After retirement, Arnold vows to begin a constructive exercise program and lose 30 to 40 pounds.

"It's been a rewarding experience working with the gang in 901 and Lodge 70, with employee relations and others," said Arnold. "Now, I plan to do some things I've wanted to do for a very long time."

Arnold will continue to serve as a part-time consultant, continuing his involvement with GE EAP.

Remember, if you have a problem and need someone to listen, contact EAP at ext. 3671 or at the Park Center office, 483-4630. In emergencies, call 482-9111. EAP has grown over the last few years, and in addition to Whitehead, Steve Dent and Sandy Tobin also are available for consultation.

1990 holiday schedule established

1990's holiday schedule has been announced. Fort Wayne GE employees will again get 10 paid holidays to enjoy, creating 7 extended weekends.

The holiday dates are as follows:

- New Year's Day – Monday, Jan. 1.
- Good Friday – April 13.
- Memorial Day – Monday, May 28.
- Independence Day – Wednesday, July 4.
- Labor Day – Monday, Sept. 3.
- Thanksgiving – Thursday, Nov. 22 and Friday, Nov. 23.
- Christmas – Monday, Dec. 24 and Tuesday, Dec. 25.
- Floating holiday – Monday, Dec. 31.

The 1990 vacation shutdown schedules are still being discussed.

October S&SP

GE Stock, $56.699; Mutual Fund, $37.848; US Savings Bonds, 50% of face value; Long Term Fund, $11.333; Holding Period, Money Market and Short Term funds, all $10.

The year-to-date annual income rates for the HP Fund were 10.0% for investments made in 1986, 9.1% for 1987 investments and 9.7% for 1988 investments.

The year-to-date annual reinvestment income rate in October was 9.8% for the LT Fund, 9.6% for the Money Market Fund, and 9.7% for the Short Term Fund.

Accidents preventable in parking lots

As winter descends upon us, we find ourselves walking more briskly through the parking lots, dodging slush, perhaps with our heads bowed to keep the cold, wet snow from pelting our faces. No one wants to walk far in this weather, and so every morning is a fight for a parking spot near the plant door. It's inevitable.

But preventable are the accidents that can occur during these chaotic rushes in and out of the lots.

Here are our parking lot rules. They're in force for your safety and that of your fellow workers. Let's all try to follow them, not only in the spirit of the holidays, but throughout the year in the name of safety.

- Keep your speed to 15 MPH, the designated limit in all company parking lots.
- Park front-end first into a space.
- Don't park in aisles. Park in designated spaces only.
- When parking, pull into the nearest available space.
- Display your parking permit on your rear view mirror, where it is readily visible when looking in through the windshield. This helps plant protection identify the car's owner in cases of emergency.

Employees choose retirement

Wayne Perry retires with 37 years GE service. He began as a drastsman apprentice and retires as Supervisor – Technical Data Center at Taylor Street. "I plant to travel the U.S. in my new van, to visit my 13 grandchildren and to golf and fish in the summer. I can't wait!"

Doyt Schaadt retires with 36 years service. He began in the payroll department at Decatur and retires as Manager – Personnel Accounting & Banking. "I want to thank my friends and co-workers for the outstanding support they have given me. I am looking forward to the "new way of life."

Ralph Jones retires with 40 years service. He retires from Motors Manufacturing at Taylor Street. "No more Indiana winters! I plan to tour all 50 states and pursue my hobby of flying my Ultralight, also auto-racing with my sons."

Tom Callant retires with 40 years service. He retires as Manager – Compensation. "After 40 years, it's time to relax! My plans include travel both in the U.S. & Europe and spending time with children and grandchildren."

Mildred Burkett retires with 39 years service. She retires from Motors Manufacturing in 4-2. "Thanks GE for all the learning opportunities, the many fine co-workers and the benefits which follow us through retirement years."

Robert Rondot retires with 37 years service. He began as an Accounting Clerk at Taylor Street and retires as Senior Specialist – Affiliate Accounting. "It is gratifying to have spent my career with GE and to have been part of the dynamic changes that have occurred. I will miss my fellow employees, but look forward to enjoying life at a more leisurely pace."

Ads

For Sale

GE dual control blanket, *Hamilton Beach blender, 482-3604.*

'82 Olds Sup. Brougham*, loaded, no rust, like new – make offer, 219-747-6274.*

Oak entertainment center, *62 1/2w x 17 1/2d x 72 1/4h – $300, 432-9145 eves.*

Casio keyboard N/B *– $75, 744-0080.*

Schwinn 10-spd bike, *Varsity, blue – $120, 436-2688.*

S/C Port. Elec. typewriter, *1-yr-old, never used – $60, 432-4836.*

Hammond Electronic organ w/ stool *– make offer, 747-4025.*

Occasional chair*, lt green brocade, like new – $25, 747-2796.*

Amiga 1000 computer*, 1.5 meg, EX DR – $600, 747-2976.*

Used complete 6 ft patio doors *– $10, 747-6747.*

For Rent

2 apts *close to GE, 745-3613.*

Apt*, SW, 2br, appliances, basement, avail Dec – $250, 489-3844 eves.*

Wanted

Utility trailer *– free/reasonable, 426-2631.*

Lionel & American Flyer and Marks trains*, any cond, 219-724-8011 after 5pm.*

Year-round holiday spirit can be fountain of youth

Editor's note: *The holidays can lend a special youthful and invigorating feeling. They awaken our imaginative and curious nature. They bring us closer to friends and families. During the holidays, we seem to have more fun and laugh more. The holidays are a veritable fountain of youth. Wouldn't it be nice if we could hold onto those feelings for the entire year? Following is an article by Ashley Montague from the Utne Reader. It gives us healthy advice on how to do just that – feel youthful year-round.*

The truth about the human species is that we are intended to remain in many ways childlike; we were never intended to grow "up" into the kind of adults most of us have become. By learning to act more like a child, human beings can revolutionize their lives and become for the first time, perhaps, the kinds of creatures their heritage has prepared them to be – youthful all the days of their lives.

What are those traits of childhood behavior that are so valuable yet tend to disappear gradually as human beings grow older? We have only to watch children to see them clearly displayed: Curiosity is one of the most important; imaginativeness; playfulness; open-mindedness; willingness to experiment; flexibility; humor; energy; receptiveness to new ideas; honesty; eagerness to learn. Children ask questions endlessly: "Why?" "What is it?" "What's it for?" They watch and they listen. They want to know everything about everything. They accept changes without defensiveness. When they try to accomplish something and fail, they are able to try it another way, and another, until they find a way that works. And they soak up knowledge and information like sponges; they are learning all the time.

How many adults retain these qualities into middle age? Few. They tend to stop asking those questions that will elicit information. Most adults draw back from the unfamiliar, perhaps because they are reluctant to reveal ignorance, perhaps because they have become genuinely indifferent to the interesting experiences of life and consider that absorbing something new is simply too much trouble.

Adulthood as we know it brings sobriety and seriousness along with its responsibilities.

Perhaps the saddest loss of all is the gradual erosion of the eagerness to learn. In a world changing so rapidly that even the most agile-minded cannot keep up, the effect of this on a person is to develop a dislike of the unfamiliar. This hardening of the mind – psychosclerosis – is a long distance from a child's acceptance and flexibility and open-mindedness.

Recent research indicates that intellectual ability does not decrease through the eighth decade and that with exercise and training significant gains can be achieved.

The later years can be happiest of one's life. Many of those who have achieved what others call old age have confessed to feeling embarrassingly young, as if such feeling were something anachronistic, an unexpected freshness. It is the kind of freshness that the long-distance runner experiences when at the peak of fatigue he experiences a second wind that takes him on to the finish line. This kind of freshness can be maintained throughout life; it is not too late to achieve it in one's later years. The earlier one has been encouraged in one's childlike qualities, however, the more likely is one to realize that feeling of unadulterated joy in being alive that the romping child so gloriously feels – perhaps without the physical romping, but with that gaiety of spirit that has enabled one to grow young more effectively and more happily than was ever before possible.

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GE News

Fort Wayne
Vol. 72, No. 2
January 11, 1990

Competitor Baldor's gritty comeback

***Editor's note**: The following article describes how Arkansas-based Baldor effected familiar changes in its company, creating one of GE Motors toughest competitors. The article is excerpted from Fortune magazine and originally titled Baldor's success: Made in the U.S.A.*

Along with much bigger brethren like General Electric, Reliance Electric and Emerson Electric, Baldor slogged through a decade of lousy sales for the U.S. motor industry. But it emerged with bigger market share, record sales and profits and a reputation for quality second to none.

Baldor makes only industrial electric motors, not the kind found in consumer appliances, the business that Emerson dominates. Baldor's motors turn up in factories and work sites. There are explosion-proof motors (for mining, oil, and gas applications) and lint-proof motors (for the textile industry). Small Baldor motors run heart pumps in hospitals. Larger ones flip battleship windshield wipers back and forth. The largest, at 500 horsepower, roll steel. Being specialized, such motors command premium prices. Collectively, they give Baldor more than 10% of the $1-billion-a-year U.S. industrial motor market.

But like other motors manufacturers, the early '80s was a harsh period.

According to Baldor chairman Roland Boreham Jr., "After 21 straight years of sales increases, we learned humility." From 1981 to 1983, profits tumbled by a third.

Baldor engineered its turnaround by battling back on every front: equipment, manufacturing, training and marketing.

Between 1977 and 1982, Baldor tripled its rate of capital investment, upgrading milling equipment, cutters, lathes and winders.

President and chief operating officer Quentin Ponder designed a home-grown version of just-in-time manufacturing, which Baldor calls flexible flow. Under Baldor's batch system, making an order had taken up to four weeks. Ponder cut that time to five days. Baldor can design, produce and deliver a motor in six weeks.

Flex-flow eliminates progressive assembly. Each worker puts together a complete motor from a tray of parts in front of him. The tray is tagged with a computer printout telling him what kind of motor he's building, how to assemble the parts, and how to test the completed product. Successive trays may hold parts for different kinds of motors, and a worker may assemble as many as 20 different models in a shift.

To bolster its reputation for quality, Baldor in 1987 sent all 96 of its middle-level managers through quality expert Philip Crosby's training program. It sent nearly 2,000 of its 2,500 employees through in-house classroom instruction.

Randy Goldsmith, a 32-year-old lathe operator, says he has seen big changes since he arrived at Baldor in 1975. "It used to be we had these clips to check the tolerances on the shafts we made. If the clip didn't fit – well, you could push on it harder and say it was OK. Now we check with these electronic snap guages (accurate to one ten-thousandth of an inch)." Goldsmith, who signs off on every shaft he makes, says, "If anything's wrong with it, they know my address."

Chastened by its one-time dependency on agriculture and oil, Baldor has been broadening its product line, adding 300 new models to its last catalogue alone, as it explores less cyclical markets such as food handling and fitness.

Perhaps the most impressive evidence of Baldor's renewed staying power is its sales abroad, which began expanding even when the dollar was high. By selling to neglected niches, Baldor pushed its sales abroad, which now account for 11% of total sales, with exports growing at twice the rate of domestic sales.

INSIDE:

Employees can expect better benefits delivery. See pages 2 and 3.

Employees will get two W-2 forms this year. See back page.

Improved delivery of employee benefits is goal of new GE organization

Editor's Note: Last month, GE established a new Corporate Benefits Delivery (CBD) organization. In this interview, CBD manager Guy Peterson explains the goals of his organization and discusses some of the programs being developed to improve the delivery of GE benefit plan values to employees.

Q. Why is the company establishing the Corporate Benefits Delivery organization, and could you explain what you mean by benefits delivery?

A. GE spends over $4 billion dollars each year to provide the full package of employee benefits. This works out to over $15,000 per employee. With this type of investment in our people, the company wants to make sure that employees are satisfied with their benefits, including the way they are delivered. That's the reason the Corporate Benefits Delivery function has been established. Our job is to work with the people in Corporate Employee Benefits who design our plans and the benefits administrators in the payrolls and the businesses to improve delivery to employees.

When we talk about "benefits delivery" we mean responding to the many questions employees ask about benefits and processing the transactions required to deliver various benefits to employees. Benefits delivery examples include the processing of Savings & Security program investment changes and withdrawals, pension estimates and applications, medical benefits claims payments, and responding to the regular telephone and written inquiries regarding our benefit plans.

Previously, this delivery responsibility was shared by the various payrolls, component employee relations and finance organizations, and several corporate staff operations. While all these organizations will still be involved, CBD will be the "owner" of benefits delivery. We view ourselves as an employee service organization responsible for leading a company-wide effort to improve benefits delivery.

> **"We view ourselves as an employee service organization responsible for leading a company-wide effort to improve benefits delivery."**

Q. What is your assessment of the GE benefits delivery environment?

A. No question, we are operating in a rapidly changing environment.

The number of accounts we manage grows as we add new benefits and benefit plan options. This is true despite the decline in total GE employment because we still maintain accounts for our pensioners, vestees, beneficiaries, and those with medical benefits continuation rights. We currently have almost three million accounts at CBD, plus there are another two million accounts handled by our medical benefits administrators for employees and dependents.

> **"There is a recognition at the top levels of GE that new approaches are needed to effectively deliver benefits values to our employees."**

In addition, the extensive organizational changes made in the company in recent years have affected benefits delivery. New consolidated payroll centers have been established, many businesses have been acquired and sold, there has been a reduction in administrative support in the businesses, and we have reorganized the employee savings and pension records operations.

Finally, new benefit offerings and new government regulations have made benefits administration more complex. I think it is obvious that the benefits environment as we enter the 1990s is much different than it was ten years ago. There is a recognition at th top levels of GE that new approaches are needed to effectively deliver benefits values to our employees. That's why Dennis Dammerman (GE Sr. VP - Finance) and Frank Doyle (GE Sr. VP - Relations) established the Corporate Benefits Delivery organization.

Guy Peterson leads new GE benefits delivery organization.

Q. What do you see as the keys to improving benefits delivery?

A. Jack Welch has said that for GE t be a winning company in the 1990s it has to act with speed, simplicity, and self-confidence. We intend to apply those principles to benefits delivery.

Speed for us means reducing the time required to answer inquiries and process transactions.

We intend to *simplify* benefits delivery by reducing the steps require to process transactions. For example when an employee wants a retiremen estimate today, he first talks to his manager and then contacts the local

(continued on next pa

New technologies key to improving benefits delivery

(continued from previous page)

benefits specialist. The benefits specialist forwards the estimate request to payroll where information is gathered and sent to corporate which prepares the actual estimate. This process takes up to two months. Our goal is to reduce the response time dramatically to several days by providing a direct communication between the benefits specialist and the CBD retirement center.

We also are working to simplify our communications. The literature on our S&SP ReadiLoan feature and the new Flexible Spending Accounts are good examples of clear, simple instructions and plan explanations.

Self-confidence will be achieved by having well-trained GE benefits specialists and expert benefits services suppliers. One of our plans is to establish a special benefits training program for our field benefits specialists and administrators.

Q. And how will speed, simplicity, and self-confidence translate into better benefits delivery for employees?

A. The big improvements will be made through the use of new technologies, such as direct employee access to "talking computers." We want to take paperwork out of the system wherever possible and move towards transaction processing without filling out forms. We plan to take advantage of the expertise of companies who specialize in these systems. We are already using American Transtech for the automated phone processing of S&SP ReadiLoans and enrollments in the Flexible Spending Accounts plan. These programs have worked well, and they provide fast service to employees company-wide. Since April, the ReadiLoan Program has processed over 30,000 loans and 75% of these transactions were handled with a simple three-minute phone call. Of course, for those people who have questions, the ReadiLoan system is supported by plan specialists who will come on line to help the caller.

"Our emphasis will be on providing "one-stop service" — one call for an employee to get accurate answers to questions from a trained expert."

The ReadiLoan system has been very successful, and it is popular with plan participants. From our experience, we can see some excellent applications for phone inquiry systems that will improve benefits delivery service, and we intend to develop these applications. Our emphasis will be on providing "one-stop service" — one call for an employee to get accurate answers to questions from a trained expert.

"The 1990 Personal Share Statement...will include expanded pension projections."

Q. Are changes being considered for the 1990 Personal Share Statement?

A. Yes. A new look for the annual Personal Share Statement is in the planning stages. The 1990 statement will be out in the spring and will include expanded pension projections.

Q. What are some of your plans to upgrade service to employees with Savings & Security Program accounts?

A. We will be expanding the phone transaction services from handling ReadiLoan applications to many other S&SP transactions. Employees will be able to make investment switches, apply for withdrawals, change savings elections, and receive a current statement of account all with one simple phone call. Many forms will be eliminated and all records will be updated at the time the call is made. The system will eliminate delays and the errors that sometimes occur when processing forms.

Q. Some people have had problems with medical benefits eligibility and claims processing. What is your organization doing to resolve these problems?

A. We are looking at three actions in the medical benefits area. The first, which started in mid-November, is to establish a special unit in CBD to resolve eligibility questions *before* a rejection notice is sent to the employee. This team will review eligibility rejection cases every day and follow each case to its conclusion. The goal is to have all eligible claims processed without interruption.

The next step will be to establish tight service measurements on the organizations involved in medical benefits eligibility and claims processing. Finally, we will establish a central inquiry center for medical benefits problems to give employees one place to call if their questions can not be resolved by the medical benefits administrator.

Q. How long do we have to wait for these new services?

A. CBD has the leadership responsibility for benefits delivery, and we will begin making improvements immediately. For the most part, 1990 will be a year of development, but some of the new services will be pilot tested in the businesses during the next 12 months.

"1990 will be a year of development, but some of the new services will be pilot tested next year."

It is important to plan properly for these changes. But during 1990 and 1991, employees will see the introduction of a number of new benefits delivery programs.

I promise to communicate to employees on our benefits delivery progress. I'm confident we'll have a lot of good and welcome information to tell people as we make improvements in the GE benefits delivery system.

Expect two W-2's this year

Ads

For Sale
Buff cocker puppies, *424-2946 after 4pm, weekends anytime.*
New hospital bed, *crank style – $400/offer, 426-6311.*
Wurlitzer organ, *model 580 w/ bench, fruitwood, 627-6206.*
DW mobile home, *2b2b, adult park, Eustis, FL – low 20's, 1-904-357-2307.*
'88 Beretta, *5spd, A/C, PS, PB, AM/FM/cass – $6,500, 447-5207.*
Like new, man's London Fog coat, *zip linning, 40 reg, 424-8691.*
Antique kraut cutter, *deep fryer, black & decker drill, 482-3604.*

Wanted
Housework jobs, *747-6546 days.*

For Rent
Unfurnished apt, *4 rooms & bath w/ utilities – $200/mo, 747-4066.*

Due to GEM's payroll processing transfer to CBSI in 1989, this year employees will receive two W-2 forms to calculate their 1989 income.

You must add together the numbers on both forms to determine your 1989 total wages and taxes withheld.

CBSI plans to include its W-2's with checks to salaried employees on Friday, Jan. 19 and to hourly employees on Wednesday, Jan. 24. Current employees who were active at the time of the payroll transition will also receive a W-2 showing income paid by Motors before the transition. These W-2's will be distributed on or about the same time as the CBSI forms.

For employees not currently active, forms will be mailed to their homes.

Benefits

Many eligible for new S&SP Annual Withdrawal

Many Savings & Security Program participants with investments made in 1987 and earlier years will be eligible to elect a withdrawal from those investments at any time in 1990.

Under a new S&SP provision effective in 1989, participants can withdraw their after-tax contributions, GE matching payments, vacation banking credits and income credited in 1987 and prior years. The new provision, called the Annual Withdrawal, allows participants one withdrawal each year from eligible amounts that have been in S&SP for at least two full calendar years. There is no plan penalty for making this withdrawal.

Amounts added to S&SP in 1989 and later years cannot be withdrawn until they have been in the plan for two full calendar years. A special transition rule allows participants to make a withdrawal from 1988 savings with a penalty that is required by government regulations. The penalty for withdrawing 1988 amounts in 1990 – no company matching payments will be credited on savings during the six-month period following the withdrawal.

Adds flexibility

Homer Jennings, Manager – Personnel Accounting Support said that the new Annual Withdrawal provision replaced the automatic annual holding-period distribution that was formerly made in January of each year. Jennings said that the Annual Withdrawal gives participants more flexibility in determining the size and timing of withdrawals. It also means that participants who want to access their savings can do so sooner than under the previous plan provisions that required a three-year holding period.

GE tax experts caution that a portion of any withdrawal from S&SP – the Annual Withdrawal, as well as qualified withdrawals for education, housing, financial emergency, etc. – will likely be subject to income taxes. And if the participant is less than age 59-1/2, the taxable amount is subject to the 10% penalty tax that the federal tax law requires on such "early withdrawals" from any qualified plan or Individual Retirement Account.

Savings on the Deferred Pay Account (DPA) are not eligible for the Annual Withdrawal, Jennings reminded. However, participants can withdraw after-tax contributions, vacation banking credits and, in some cases, the GE matching payments and income which have been in the Program for less than two full calendar years for certain qualified reasons detailed in the Summary Plan Description mailed to all participants in early 1989.

Jennings noted that many S&SP participants are using the program's new ReadiLoan feature to access their savings, including money in DPA. There are no taxes or withdrawal penalties when you borrow from your account through ReadiLoan.

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GE News

Fort Wayne
Vol. 72, No. 3
January 18, 1990

INSIDE:

Chairman Jack Welch talks about how GE plans to win in the '90s. See page 2.

Flat to slightly down motor market expected

by Dick Steele
Manager – Motor Market Research and Sales Forecasting

As can be expected for a market as broadly based as the U.S. motor market, the 1990 outlook is mixed.

The consumer market, after a number of years of strength, is expected to decline in 1990. GE Motors can expect a flat year over 1989 in the widely diversified commercial and industrial markets.

Let's examine the outlook for each of the market segments – Appliance, HVAC, Commercial, Industrial – in which GEM does business.

The appliance market for motors in 1990 will be down 2-3% versus 1989.

For a number of years now, this market has been strongly supported by consumers buying appliances to replace old ones (called the replacement market) and a fairly healthy housing market. Housing has been disappointing for many months now, and even if interest rates continue to decline as expected, it will take some time for the housing market to recover and its effect on appliances to impact GEM. Although replacement appliance sales will continue, the heavy replacements related to peak sales of the early 1970's are expected to slow down.

The heating and air conditioning market will also be down 2% in 1990 over 1989.

Housing will have a similar impact on the heating and air conditioning market as on appliances. In addition, we had three hot summers in a row followed by a fairly cool summer in 1989, causing current inventories to be higher than normal.

We expect the commercial market to be flat to down slightly for the year.

Commercial markets are hard to call, because so much is dependent on the weather as well as the whim of consumers.

If we have a wet spring, pump sales will be up (or down with dry weather). If we have another cool summer, then the leisure market (pools and spas) will suffer. Also, a number of products like small air compressors and treadmills depend on consumer demand.

Overall, we expect a flat industrial market.

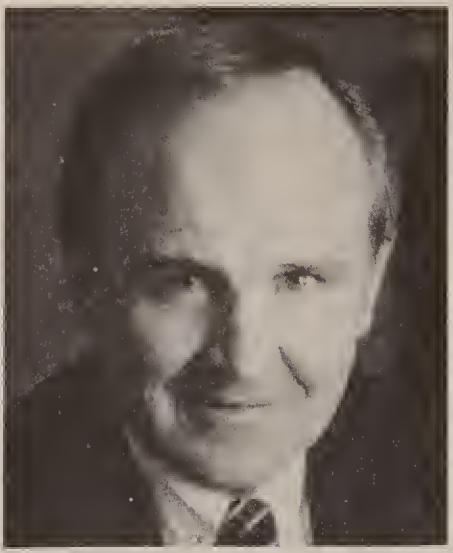
Strong demand for industrial motors is expected to continue into the new year, but comparisons with a strong 1989 will be difficult.

Some of the prior year's strength has been due to our customers exports of OEM equipment to other countries, resulting, in part, from a weak U.S. dollar. Indications are that exports will continue, but at a declining rate. Strong capital spending will also continue, and we expect some added market growth as the motor industry tries to catch up with industrial customer demand.

The total motor market is expected, on balance, to be down 1-2% in 1990 over 1989.

The wild card is – if the economy turns down unexpectedly, instead of the predicted modest 1 1/2-2% growth, then watch out because our markets are known to react swiftly to downward movement in the economy.

Soft values for a hard decade: A view on winning in the '90s



Jack Welch
GE Chairman and CEO

"We can grow a work ethic that plays to our strengths, one that unleashes and liberates the awesome productive energy that we know resides in our work force."

Following are excerpts from a recent speech by GE Chairman Jack Welch. For a copy of Welch's complete speech, write to Executive Reprints, Corporate Publications Center, Building 705, General Electric Company, Scotia, NY 12302.

Our view as we entered the '80s focused appropriately on one powerful competitor: Japan. As we stand on the threshold of the '90s, we face not only an even more powerful Japan, but added to this is a revitalized, confident Europe moving closer together and led by bold, aggressive entrepreneurs of the kind we simply didn't encounter in the '70s or early '80s.

At the beginning of the '80s, Korea and Taiwan were principally sourcing centers for labor-intensive electronic products. They enter the '90s as innovative manufacturing powerhouses – challenging the world in electronics, autos, steel and a dozen other industries. Behind them on the same path come the other nations of the Far East. The global market pie is not growing at nearly the rate to satisfy the hunger of all those after it. Simply going after more of the hardware solutions that worked in the '80s will just not be enough to win in the '90s.

The point is – the competitive world of the '90s will make the '80s look like a walk in the park.

To the most often-asked '80s question from employees and media – "Are the changes over?" – the answer is an unsettling *"They've just begun."*

How, then, do we win in the '90s?

To win we have to find the key to dramatic, sustained productivity growth. There's no short cut – there's no way around it. The link cannot be broken between productivity and our standard of living – our national well-being.

Some doubt that we can get the productivity growth we need. I know we can.

Productivity is misunderstood by many in the financial and media communities. They don't question its importance intellectually, but they see it as a function of, as they put it, squeezing the grape, taking out people, restructuring, rationalizing, things that have defined limits.

Why is it that people don't question the limits of productivity growth in Japan? They accept it because they understand that the source of that growth is cultural – not cutting, combining, or all the things it's come to be associated with in this country.

We've spend the majority of our energy in the '80s working, appropriately, on the *hardware* of American business because that hardware had to be fixed. But hardware has limits. The Japanese, on the other hand, have the software, the culture which ties productivity to the human spirit – which has practically no limits.

That's where we have to turn in the '90s – to the *software* of our companies – to the culture that drives them.

To change that culture radically, we have to move beyond the start we got in the '80s – beyond the idea-of-the-week, incentive plans, employee participa-

see WELCH, next page

Gifts to Rumanian relief matched by GE Foundation

The GE foundation Inc. will match contributions by GE employees and retirees to the American Red Cross relief effort to aid the victims of the recent revolution in the East European country of Rumania. Donations of $15 or more from GE employees and retirees will be matched through the "More Gifts... More Givers" program.

The revolution, which began Dec. 17, 1989 with the shooting of hundreds and perhaps thousands of demonstrators, resulted in the toppling of President Nicolae Ceausescu and the formation of a non-communist provisional government.

The Red Cross estimates that $11 million dollars will be needed for humanitarian relief efforts in the stricken country, $4 million of which is needed immediately. The Red Cross is committing $50,000 to the effort. Additional donations are being accepted from the public and will be targeted to relief needs.

"After the events of the past several days, recovery for the Rumanian people will be a long and difficult process," said Jose Aponte, Director of the Office of International Services for the American Red Cross.

Checks should be made payable to the "American Red Cross" and be marked "Eligible for GE Foundation Match." Mail checks to the following address:

American Red Cross
P.O. Box 37243
Washington, D.C. 20013

To have your gift matched by the GE Foundation, you should use the new simplified telephone matching system by calling 1-800-4-MATCH-GE.

WELCH
from previous page

tion, quality circles, and a hundred other suggestions from a myriad of "how-to" books. We have to move beyond the hero of the week, the leader who single-handedly saves or transforms a company. We have to move from the incremental to the radical, toward a fundamental revolution in our approach to productivity and to work itself – a revolution that must touch every single person in the organization every business day.

Our prescription for the software we need for sustained, powerful productivity growth can be summed up in three words: speed, simplicity and self-confidence.

Can se shift those gears from hardware to software, from controlling to liberating, from managing to leading and inspiring?

If we can't, we will resume the slow but steadily decline we arrested in the '80s.

But if we can – we'll get the productivity like we've never seen before. And with it will come not only all the good things we've come to expect in this country, but the things of which we only dare to dream.

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

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Name
Address City
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Ads

For Sale

***Covington Memorial Cemetery**, 2 lots – $300, 623-3184.*

***Buff cocker puppies**, 424-2946 after 4pm, weekends anytime.*

***'76 Nova**, 38,700 mi, new tires & converter, 4dr, 1 owner, 744-1314.*

***Samsonite wardrobe case**, candy thermometer, 482-3604.*

Wanted

***Lionel & American Flyer and Marks trains**, any condition, 219-724-8011 after 5pm.*

For Rent

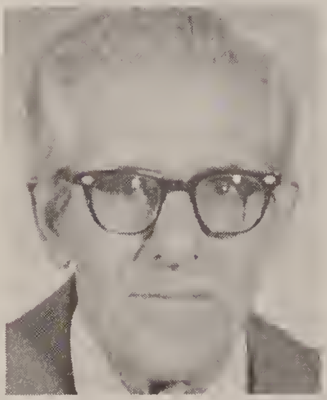
***Apt**, upper, 1br, clean & cozy, utilities ex elec, furnished, 744-4455 after 4pm.*

Employees choose retirement

Juanita Johnson retires with 27 years of GE service. She retires as a worker in trucker industrial at the Broadway plant. "I'm thankful for the early retirement and its benefits. I plan to take a day at a time and enjoy my family and friends more."

Grace Blaugh retires with 23 years of service. She began as a time clerk at Taylor Street and retires as a personnel accounting clerk for Finance. "I will miss my friends and co-workers. But I'll have more time to spend at the lake, to fish, travel and take one day at a time."

Also retired as of Jan. 1, 1990 are: Edward Kaiser, Specialty Transformer; Dorothy Holmes, Finance; Harold Harms, Technology; Ludella Conrad, Administration; Helma Conrad, Purchasing.



Fahad Shaheen retires with 26 years of service. He retires as a requisition specialist in Technology. "I must catch up on many chores before taking vacation. GE is a great company with fair wages, good pension, good insurance and more."

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Briefs

Reminder to submit new job interest cards

Under the job upgrading programs for employees represented by IUE, Local 901 and IAM Lodge #70, on Dec. 31 of each year, all Job Interest Cards which became effective prior to Dec. 1 of that year are purged from the file.

Employees are, therefore, reminded to submit new Job Interest Cards for jobs they have an interest in being considered for during 1990. If you should have any questions concerning the IAM-Lodge 70 or IUE-Local 901 job upgrading programs, please contact your Employee Relations Representative or the Central Employment Office.

Looking for a new past time for the New Year? Try Western Style Dancing

Classes in western style dancing are being taught Fridays at 7:30 p.m. in the GE Club gym.

Those who could not attend the GE Club sponsored class in September are now encouraged to join this class promoted by the GE Whizzer Square Dance & Round Dance Club.

Classes are for GE employees and their friends. The first class is an introductory session, free to all. Subsequent sessions are $5 per couple. Dress casual. For more information, call Carl & Jo Brandt, 432-1677.

Final reservations call for 30th GE Retiree Dinner in Florida

The dinner will be held Friday, Feb. 9 at the Egypt Temple in Tampa, Fla. Cost is $10/person. Social hour begins at 11:30 a.m. with dinner at 12:30 p.m. Cash bar available. All reservations with payment must be made by Jan. 31. For further information, contact Marion Gagnon, (904) 588-2047, or Helen Thieme, (219) 447-9342.

Shadow reminder

The Cross-Functional Work-Out Team would like to remind everyone that all GE employees are encouraged to set up a Shadow assignment as soon as possible. See the GE News Dec. 7, 1989 edition for more information on the Job Shadowing program, or call one of the following team members: Brian Beifus, ext. 3154; Cal Keys, 3656; Anne McGuirk, 5479; Jeannette McLean, 4822; Geoff Paufve, 2319; Jon Schlemmer, 3048; Caroline Bermudez, 3249.

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GENERAL PERIODICALS
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GE News

Fort Wayne
Vol. 72, No. 4
January 25, 1990

INSIDE:

Planning your vacation? The 1990 Shutdown schedule has been established. See page 3.

Work-Out moves forward. See page 3.

Employees discuss business issues during Bossidy visit

Editor's note: Larry Bossidy (right), GE vice chairman and executive officer, talked with employees during his visit Monday to GE Motors. Participants in the roundtable discussion were Jennifer Dickson, Mary Hinshaw, Rhonda Gage, Carl Reinking, Cal Keys, Joe Bioty, Dale Harber, Karen Prosser, Jack Vickerman, Julie Winchester, Diane Kandis, Doug Wohlwend, Jim Pelletier, Ed Kimmet and John Hooker. The text of their discussion follows. It has been edited for brevity.

Q: One of the questions that has to be on most of our customers' and our own minds is how does Corporate feel about GE Motors as a viable business in light of our disappointing results in 1989.

LB: Of GE's key businesses, only Motors made less money in 1989 than in 1988. But we don't make our decisions on the viability of a business by virtue of one year. I have been around this business for three or four years now, and although we were disappointed with Motors' results in 1989, we were excited by the progress you made in 1988. One of the reasons for coming out here early in 1990 is to review what happened to cause Motors' downslide in 1989, and to ensure you have a plan to fix the business in 1990.We haven't lost any faith in the Motor Business. Corporate is spending about $50 million a year to make this a better business – an indication that we support Motors, that we're interested and want to see you succeed.

Q: That $50 million per year is more or less being spent on the technology within our factories. Can we get more Corporate support for a new motor design?

Larry
Bossidy

LB: You're right, we've restructured the factories with most of the money, and that continues as it relates to Holland and Nashville in 1990 – projects which will hopefully be concluded by year-end. We've also spent a significant amount to revise Motors' information systems. We're in the second of a three year program that you know as COPICS. True, there hasn't been enough money spent on redesigning motors, but factory restructuring and renovations had a higher priority. If we didn't fix the factories, we wouldn't be here. But in order to get material cost productivity, we need to redesign motors. You know how to do it, and we will need to redesign motors in the near future.

Q: We see oportunities in the ECM motor market that go beyond the sale of these motors. They extend to the design, production and/or procurement and sale of the

continued
*see **BOSSIDY**, page 2*

BOSSIDY, continued from page 1

electronic speed controls that go with ECM motors. What's your view on how we should take advantage of these opportunities?

LB: One of the reasons that Motors is not achieving its objectives is that it has too many things on its plate. All of you must decide which are the most important items and make sure you execute them, or the same thing could happen in 1990 as did in 1989. We didn't serve our customers well in 1989, and we need to fix that. Both Industrial and Commercial businesses had trouble in 1989, and we must correct that. While we hate to turn back progress, I'm convinced Motors must get its house in order on certain fronts first and then look at some opportunities to go beyond what it currently does. We're excited about ECM and we haven't exploited the market to the extent we can, but on the other hand, there are higher priority items that must be dealt with first.

And like ECM, expanding our markets in Europe may have to take a backseat. I'd like to see this business get more global than it is, but again, I'm reluctant to push it until we come to grips with some of the other more pressing issues that are before us.

Q: I understand that we need to set priorities, but shouldn't globalization be one of them? Emerson has made some strides toward globalization. Could we be missing the boat by putting globalization on the back burner?

LB: Perhaps, but there are higher priorities. We need to get and believe we can get 5-6% productivity in every key business every year to ensure we remain viable companywide. And last year, Motors had -1% productivity. Improving productivity must be top priority for Motors. Motors also last year disappointed many customers – predominantly in the Commercial and Industrial areas – and that is a number one issue which must be corrected quickly. So I'm reluctant to take focus off these problems to get to Europe. But I think that as we go into global alliances in Major Appliances, we

continued see BOSSIDY, page 4

Photo to right: During a discussion on COPICS, Jim Pelletier says GE Motors is implementing the new information system at a pace it can absorb.

1990 Shutdown schedule established

The 1990 shutdown schedule has been established.

Taylor Street and Broadway Motors operations, Specialty Transformer and the Wire Mill will have their capital "S" Shutdowns during fiscal weeks 31 and 32. ACSD and Power Supply has not scheduled a capital "S" Shutdown this year.

Motors operations at Taylor Street and Broadway have scheduled their small "s" shutdowns during fiscal weeks 51 and 52. The Wire Mill's small "s" shutdown is scheduled for fiscal week 52. ACSD, Specialty Transformer and Power Supply will not have small "s" shutdowns this year.

Employees are encouraged to schedule vacation during the December small "s" shutdown. This helps promote operating efficiencies during the year, because it minimizes incidental vacation absences when normal production is being run.

Depending upon business circumstances and customer demands, the capital "S" Shutdown could be longer in 1991.

Work-Out moves forward; trains 60 more leaders

Sixty more employees from locations throughout GE Motors were trained last week to help lead the Work-Out process.

During the 2-1/2 day session, employees learned about Work-Out, how to lead other employees in the Work-Out process, and formed teams to solve specific business problems.

Shown at left discussing a training exercise are Nancy Thornburg and Phil Lippert.

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Ads

For Sale

Waterbed, *queen-sz, 2 yrs old – $150, 672-8752.*

Drapes, *1 pr ea 24x70, insulated, 50x82 lined, 482-3604.*

Buff cocker puppies, *424-2946 after 4pm, weekends anytime.*

'85 Camaro, *yellow, AT, 55K mi, 219-357-5367.*

Park model trailer, *35 mi from Tampa, on coast, 219-447-1977 or 447-1294.*

Atari 5200 Supersystem *w/ 21 games, over $600 new, – $250/offer, 485-4929.*

New Igloo ice chest, *68 qt, 424-8691.*

Cocktail table, *end table – $20/ea, both have enclosed storage, 486-2390.*

Old silverplate tableware, *29 pcs, service/6, 482-3604.*

Wanted

Newly forming softball team *w/ sponsor looking for a few good players. Details, call Don at 485-2087 (ACSD) or Paul at 493-2854 (Motors).*

Lionel & American Flyer and Marks trains, *any cond, 219-724-8011 after 5pm.*

Jeep Cherokee, *4dr, 4x4, ex cond, 486-7216, 5:30pm - 10pm.*

BOSSIDY, continued from page 2

ought to follow in Motors. Perhaps we are running the risk of missing the boat, but I think it's a low risk compared to what we could lose if we don't fix the high priority problems.

Q: I understand Corporate is instituting a new benefits delivery plan. Are the benefits of having this really worth the cost?

LB: It's embarrassing the way we provide service on these benefits. We have to spend the money to fix it. It's not a question of whether we should, we have to. We can't continue to hold people up in terms of redeeming their benefits. We must put forth a major effort to make delivery of benefits better, and hopefully you'll feel it and see it happen in 1990.

Q: You mentioned that we're in the second year of a three year commitment to revising our information systems. How do you think we're doing and what do we still need to get done?

LB: I was encouraged to hear Steve O'Brien's staff and some others feeling very comfortable that some progress is being made. My impression is that everything is going well, that the project is expensive but essential. Remember, Motors had been operated as separate businesses, such as the General Pump Motor and Specialty Motor departments. Each business had its own system. Forging these businesses and systems into one is a significant task. But some benefits should be evident by year-end with much more available in 1991.

Photo: Diane Kandis and Doug Wohlwend listen to a question posed by Jennifer Dickson.

Q: Having just come from a Work-Out training session for the first time last week, I came out of the session feeling very good about it. Some people believe, however, that ultimately, Work-Out will be used for further base cost reduction by taking people out.

LB: We are not trying to squeeze more juice out of the grape with Work-Out. Rather, we're trying to find better ways to do things by getting more people involved in decision-making and problem-solving. The more productive we get, the more business we get and consequently the more jobs we create. Work-Out is not intended in any way to take out people. It's just as it says it is – to take work out. It's designed to find ways to get greater productivity in the 90's than we've been able to find in the 80's.

Q: But Work-Out projects require some work in. Many people are enthusiastic about Work-Out, but don't have the time to do the projects.

LB: Work-Out isn't intended to make some people work until midnight every night in order to benefit others. It's a good question, and it must be answered. Hopefully, you in Motors will surface that question more often to find an answer.

Q: When you say that we've bit off too much too fast, I hear you saying you're going to give us more time to accomplish the things we need to.

LB: What I've been trying to stress all day is get the 10 or 11 things or whatever that are absolutely crucial to the business and make sure you do them this year. If you only do that number, that's fine, don't worry about the rest. Because when you get these long laundry lists of things to do, then a lot less gets done and the business suffers. Motors needs more focus and execution.

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GENERAL PERIODICALS
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GE News

Fort Wayne
Vol. 72, No. 5
February 1, 1990

INSIDE:

Team Power launch meetings next week. See page 2.

Two GE Motors engineers win gold. See page 4.

Personal Pension Accounts earn more interest in 1990. See page 3.

Customer Service key to tackling tough '90

1989 was a rough year for Motors. Of GE's 13 key businesses in 1989, Motors was the only one to make less money than in its previous year. And in 1990, Motors must do better.

1990's operating plan on the surface looks tougher to meet than 1989's, but Motors is expecting a major turnaround in its Commercial Business this year and business leaders are confident we can make plan in 1990.

That's the message employees at Taylor Street heard from Motors VP Steve O'Brien and Joe Barranco, Manager – Manufacturing.

During the next few weeks, O'Brien and Barranco will be visiting manufacturing sites to review 1989 results and lay out the plan for 1990.

Service/Quality top priorities in 1990

The top manufacturing priorities in 1990 are customer service, quality, cost and productivity, said Barranco. "If we can improve in customer service and quality, then the rest will follow, " he said.

More specifically, Barranco said promises kept will be a key measurement in 1990 to determine how we're doing on customer

see 1990, page 4

How are you today?

"Terrific!"

Only you can determine whether your day will be a good one or a bad one. Only you decide what your mood will be.

But if Ed Foreman has anything to say about it, by gosh, you will have one terrific day!

Foreman, whose mission is to help audiences lead happier lives, visited GE last week. During his hour-long presentation, employees laughed, jumped out of their chairs and had an overall good time participating in Foreman's

*See **TERRIFIC**, page 2*

Employees at the GE Club one morning last week listened to motivator Ed Foreman. At the end of the hour-long presentation, Foreman asked employees how they felt, to which everyone stood and yelled, "Terrific!"

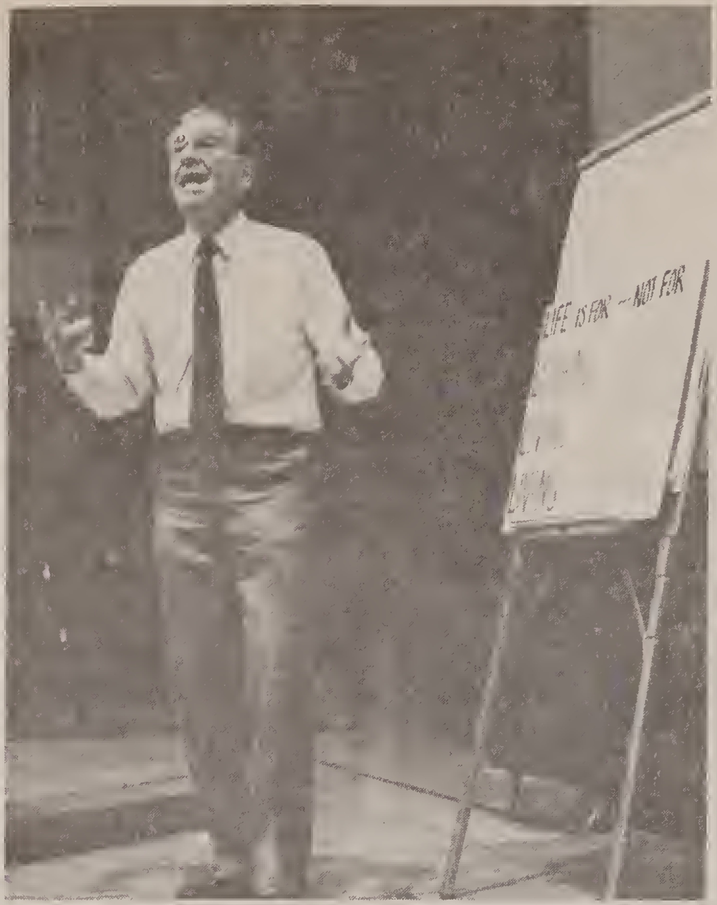
LIFE IS FOR — NOT FOR

Photo: Foreman explains to employees at the GE Club last week that "life is for laughing, loving and living, not for whining, worrying and working."

TERRIFIC, from page 1

lessons for having a good day everyday.

Of course, we can't always be in a good mood, but we can always change the way we feel. A very basic thing to remember is, says Foreman, "If you always do what you've always done, then you'll always get what you always got."

Life, according to Foreman, is for "laughing, loving and living, not for whining, worrying and working."

Through his motivating anecdotes and common sense guidance, Foreman had employees laughing their way to a better day.

Participants said afterward that they felt more energetic, happier and better about themselves than before the presentation.

So when you ask someone, "How are you today?" Don't be surprised if their answer is "I feel TERRIFIC!"

"If you always do what you've always done, then you'll always get what you always got." **– Foreman**

GE Motors' Team Power launched next week

GE Motors

TEAM POWER

By now, you should have received a brochure mailed to your home introducing GE Motors' Team Power program. The 12-week program rewards participants with high-quality merchandise for developing and implementing cost-saving ideas.

Participating is a good way to learn the value of teamwork, have some fun and improve the quality of our business.

To get the details on this exciting program, attend one of next week's informational meetings.

The following times have been scheduled for the all-employee Team Power Launch meetings. Your manager/supervisor will let you know the starting time for your scheduled meeting.

Broadway Manufacturing

Tuesday, Feb. 2 in the GE Club gym.

Headquarters Personnel

Wednesday, Feb. 7 and Thursday, Feb. 8, both in the GE Club gym, at 8:30, 10:30, 1:30 and 4:00 each day.

Taylor Street Manufacturing

Wednesday, Feb. 7 in the Taylor Street training room.

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Personal Pension Accounts to earn 8.76% interest in 1990

Personal Pension Accounts of employees participating in the GE Pension Plan will earn an annual interest rate of 8.76% in 1990. The rate for 1989 was 8.48%.

The interest rate for crediting employee contributions to Personal Pension Accounts is the average of the 10-year constant maturity yield of U.S. Treasury Securities for the preceding three years.

A personal Pension Account was established for each participant in the GE Pension Plan beginning Jan. 1, 1989. Employee contributions to the GE Pension Plan – 3% of annual pay over $25,000 – accumulate in a separate account for each participant.

During an individual's working years at GE, this Personal Pension Account grows through employee contributions and the monthly crediting of interest.

The employee's accumulation in the Personal Pension Account can be used at retirement to provide a monthly income in addition to the Career Annuity pension provided by company funds. The combined pension from the Career Annuity and Personal Pension Account is the participant's Regular Pension.

For those retiring under the Guaranteed Pension tables, company funds will be used to provide an additional monthly income payment if the Guaranteed Pension calculation is larger than the Regular Pension. The additional payment is the difference between the Guaranteed Pension and the Regular Pension.

Employees retiring under either the Regular Pension or Guaranteed Pension formulas can elect to defer the portion of their pension that would be purchased with their Personal Pension Account money. If this portion of the pension is deferred, the money remains in the Personal Pension Account and will continue earning interest, similar to an Individual Retirement Account (IRA). Personal Pension Account money left in the plan at retirement may be withdrawn by the pensioner ($500 or more each year) or converted to an annuity at a later date.

Ads

For Sale

6 oak chairs*, upholstered seats, refinished, 419-495-2784.*

34" round *wrought iron glass top table, 2 matching chairs – $75, 436-0069.*

Carpet installation*, 20 yrs exp – reasonable,references, 723-5704 after 9am.*

Atari 5200 Supersystem *w/ 21 games, over $600 new – $250/offer, 485-4929.*

'85 Chevy Camaro*, yellow, 55K mi, 219-357-5069.*

Antique round oak *pedestal table, 45" diam, ex cond, no leaves or chairs, 493-2105 after 5pm.*

'85 Dodge 4x4 pickup*, cap, ex cond – $7,250, 219-244-7785.*

Electric lift chair*, brown, used 2 wks – $600, 486-3751.*

Wanted

Niagara cyclo massage *heat pad, 747-4066.*

Jeep Cherokee*, 4dr, 4x4, ex cond, 486-7216 5:30pm - 10pm.*

Lionel & American Flyer *and Marks trains, any cond, 219-724-8011 after 5pm.*

For Rent

SW lg unfurnished *1or 2 br apt, w/ utilities – $200/mo, 747-4066.*

SW apt*, 2br, appliances, bsmt, laundry, adult, no pets – $250/mo, 489-3844.*

Free

Part dalmation*, 5 mo, old male, shots, housebroken, 627-3818.*

Motors engineers win gold

GOLD RUSH
GOLD RUSH

Photo: GE Motors Engineers Uhen (left) and Erdman (right) are winners in the GERLMO GOLD RUSH patentee award program.

Larry Uhen, Sr. Design Engineer, and Dave Erdman, Sr. Development Engineer, are winners in GE's GOLD RUSH contest.

The purpose of the GOLD RUSH program is to identify new commercial licensing opportunities for GE patents. Erdman and Uhen each received a plaque with two American Eagle gold bullion coins. This award qualifies them for the grand prize – a trip for two to San Francisco.

Uhen was awarded for his patent on an oil thrower for the GE Motors 51-frame. The device extends motor life by preventing oil leakage from motors used in refrigerators. Erdman was awarded for his patent on the ECM (electronically commutated motor) and its applications.

1990, from page 1

service. Everyone's challenge is to meet 95 percent promises kept. Also, internal quality costs such as overhead, scrap and overtime, should be restricted to below 1 percent of sales, which would be a major improvement for Motors.

Also, Barranco has asked one of our customers – Carrier – to help us monitor our quality. Carrier's quality certification team will be visiting our plants and Barranco hopes that by the end of 1991, all Motors plants will be certified as top quality performers by Carrier, who follows very stringent quality guidelines.

An invitation to the War Room

To illustrate Motors' commitment to customer service in 1990, a War Room has been set up in Building 4-6. Upon its walls you'll find pasted key customer issues. A grade – A, B, C, D – is assigned to each customer. An A means that customer loves us. Most of the assignments are B's, C's or D's, which means we have a great opportunity for improvement in 1990.

O'Brien invited everyone to visit the War Room to learn more about Motors' customer service problems, and hopefully help solve them.

We can do it

"By no means is 1990 in the bag," said O'Brien. "Overall, 1989 was a very tough year, but without exception, our team leaders feel better about this year's operating plan than the one we had in 1989. And if we all work together, we can do it."

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GE News

Fort Wayne
Vol. 72, No. 6
February 8, 1990

INSIDE:

Info Systems employees honored. See page 4.

COPICS and motor restructuring priorities in 1990. See page 4.

OOPS!

Apologies to Mr. Uhen, who was featured last week as a winner in GERLMO's Gold Rush program. His first name is Dick, not Larry.

New health care plan can save money

With the cost of health care shooting up and up, many companies are trying to find ways to reduce their costs and avoid shifting the bulk of those increases to employees.

A new GE program is designed to do just that.

Beginning this month, Fort Wayne employees can help keep health costs down by participating in the program detailed below. **The process is entirely voluntary on your part, and whether you participate or not has no affect on your coverage or level of payment.**

Here's how it works

When you, as a patient, call for precertification (remember that you must do this in all non-emergency situations to get your full benefits coverage), the nurse will ask you what medical facility you plan to use. If you have not chosen one of the facilities shown in the box at right, the nurse will ask you whether you are aware that GE has special discounts at certain medical facilities. If after an explanation of the plan, you do not wish to participate, the nurse will respect your wishes, and no further discussion about an alternate facility will occur. If you do wish to participate, the nurse will thank you for helping to control medical costs and will ask you to talk over your decision with your doctor to ensure that quality of care will not be compromised by changing facilities. Again, your medical coverage is not affected by your decision.

Hospitals offering discounts to GE families

Fort Wayne
Lutheran Hospital of Indiana
St. Joseph Medical Center

Bluffton
Caylor-Nickel Hospital

Indianapolis
Indiana University Hospital
James Whitcomb Riley Hospital for Children

Reasons for escalating costs

Forty- to 45 percent of GE's medical benefit costs are paid to hospitals, and hospital costs have been climbing dramatically. In 1990, GE Fort Wayne expects to pay $4.9 million to area hospitals for services provided to GE employees and their families.

Several trends have contributed to this dramatic rise, many of which are beyond the control of the hospitals. Besides inflation, costs are increased by cost shifting to Medicare, Medicaid, and charity care; new technology; longer survival rates for catastrophic

continued, see page 2

Health care costs escalating, from page 1

illnesses; and escalating malpractice costs.

Direct contracts give hospitals competitive edge

"Fort Wayne is an extremely competitive town in terms of health care," St. Joseph's Chief Operating Officer John Farrell told the Wall Street Journal recently.

And among tight competition, hospitals are finding advantages to contracting with employers. The obvious advantage is that hospitals with contracts have a potentially larger pool of clients. In a world where hospital beds outnumber patients, hospitals are welcoming ways to increase their patient pool.

For employers, this is good news.

Because as Carl Schramm, president of the Health Insurance Association of America explains, "Hospitals don't compete on price; they compete on services." And in the health care business, unlike most other businesses, competition drives prices up, not down.

In summary, direct contracts give hospitals more potential clients and they give employers lower prices.

How will this program help?

By forming long-term partnerships with hospitals, similar to those with other suppliers, GE can help control prices now and in the future. According to program manager Karen McManus, "The savings are substantial and will increase as more employees and their families use contracting hospitals. As the program is more utilized, it will help our business recover. And a healthy business with healthy employees is good for everyone."

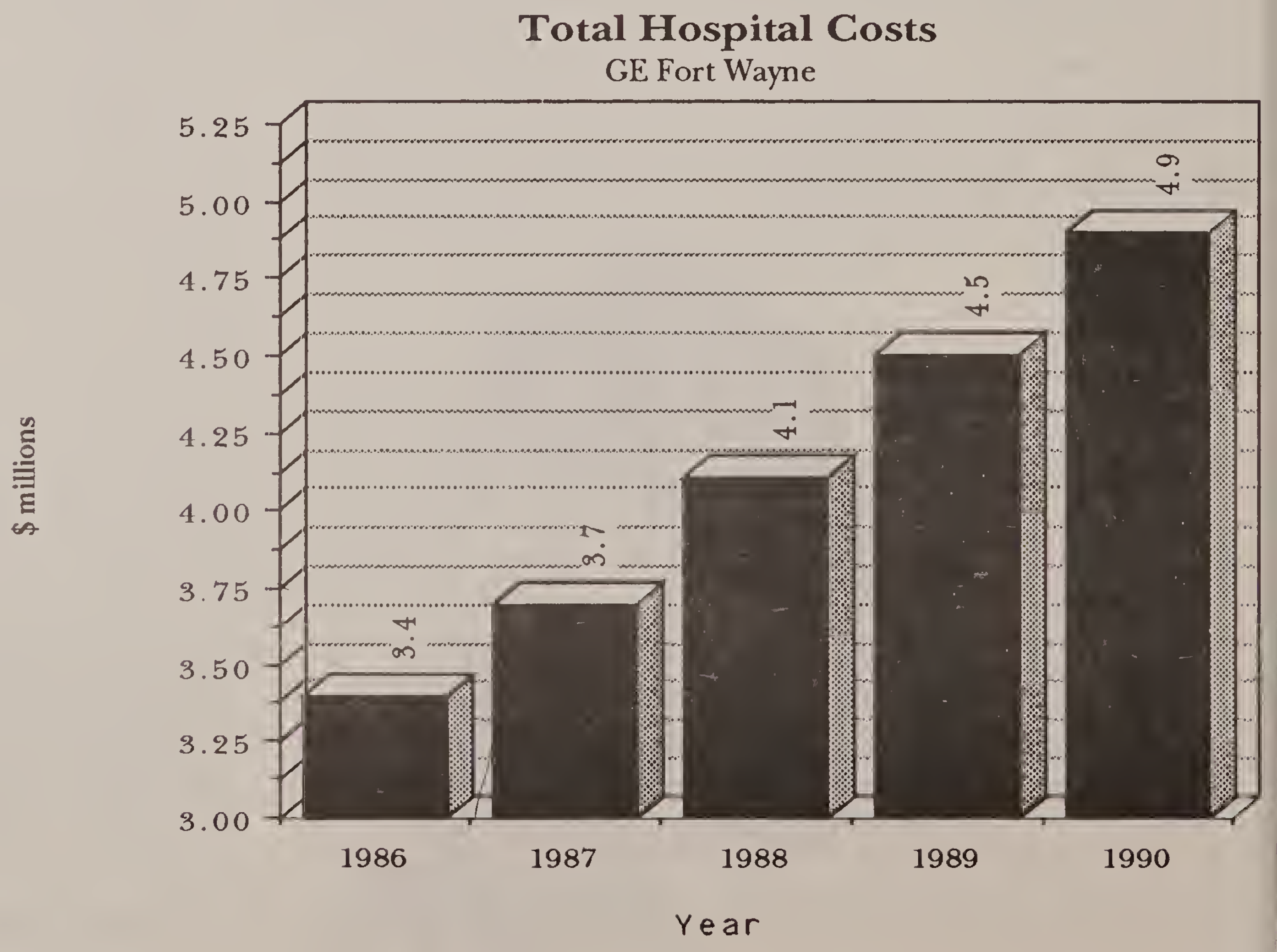
This type of program is not new; many companies are seeking contracts with hospitals. According to a survey by Business Insurance magazine, nearly half of 111 hospitals surveyed said they contract directly with employers to provide health care services to employee groups at reduced prices.

More information being mailed

This week, GE Fort Wayne is mailing information packets to your home detailing the new plan. Area physicians will also receive this week information about the plan.

Also, although GE tries hard to avoid problems, because this program is new, unforeseen problems could arise. **If you have any difficulties with the plan, contact McManus, ext. 3251.**

Graph: GE Fort Wayne's total hospital bill has been increasing steadily since 1986, as shown. That cost eats away at our ability to compete. That's why GE introduced this month partnerships with hospitals to get price breaks on medical care.



Briefs

HMO Reunion set

The sixth annual reunion of former Hermetic Motor Operation (Broadway) employees, spouses and friends is planned for Nov. 10 at Goeglein's. Mark your calendars now! Watch future GE News for additional information.

GE Travel Group formed; West Virginia in June

The GE Adult Travel Group has been formed through the GE Club and is open to all GE employees, pensioners, family and friends. The first trip will be June 25-28 for a scenic tour of wild and wonderful West Virginia via motorcoach, cruise ship and tram. Lots of meals, entertainment, tours and glass factory outlets are included. All trips are fully escorted by "Young at Heart."

All interested travelers are invited to attend a slide presentation March 13 at 1 p.m. at the GE Club after the pensioners potluck. The potluck begins at 11:30 a.m. Deposits of $50 per person are now being accepted. For further information, mail a postcard with your name, address and telephone number to: GE Mail Room, P.O. Box 2204, 1635 Broadway, Fort Wayne, IN 46801-2204, Attn: Helen Thieme.

Volunteers needed to replace fire hose

Volunteers are needed tor the second session of checking and replacing fire hose throughout the plants. This is being done on Tuesdays and Thursdays from 3:30 p.m. - 6 p.m. Please page Larry Schoudel, ext. 65019 if you are available at any of these times.

Send address changes to Mail Inc. for faster service

GE Pensioners who receive the GE News at home should mail any address corrections directly to Mail Inc. for faster service. Their address, which is printed on the mailing label on the back of the GE News, is Mail Inc., 1050 S. Anthony Blvd., Fort Wayne, IN 46803. Just let them know the address change is for the GE News mailing.

Also, employees who are about to retire and who would like the GE News sent to their home must place a request with Mail Inc.

MidWest America annual meeting scheduled

If you haven't already, mark your calendars for Saturday, Feb. 24 at 1:30 p.m. and plan to attend the MidWest America Federal Credit Union annual meeting. It will be held at the Holiday Inn – Northwest, 3330 W. California Road, Fort Wayne.

This once-a-year official gathering of the membership gives you the opportunity to express your voice in the affairs of the organization. The Board of Directors and its several committees will submit reports to the membership and announce board election results. Door prizes awarded. Please plan to attend!

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______
Address ______ City ______
Bldg. ______ Home Phone ______
Signature ______

Ads

For Sale

'88 Dodge Shadow*, low mi, air, cruise, tape, must sell, 485-0461.*

Hammond electric organ *– $500, 723-5438.*

Good second car*, '77 Ford Granada – $700, 745-3905.*

'87 Chevy Cavalier wagon*, auto, air, 484-8964.*

Cosco*, tble, 4chr, 35" dbl rnd tble, 2uphsd chr, 744-0819.*

Metal desk w/ typewriter *section, 60" x 27", 485-8429.*

Grass catcher *for Sears mower, new – $200, 432-1958.*

GE electric stove*, like new, 40" – $150, 436-5256 eves.*

'80 Plymouth Volare, *auto, PS/PB, air, 6cyl, runs good – $995/offer, 672-3506.*

'78 Suburban*, 3/4-ton, 454, AT, PS/PB, cruise, air, tilt – $3,000, 744-2525.*

Atari 5200 Supersystem *w/ 21 games, over $600 new – $250/offer, 485-4929.*

'77 Ranger*, 115HP Merc, PT/PT, brute 41lb, many extras, 5,800, 749-4871.*

Wanted

Lionel & American Flyer and Marx trains*, any cond, 219-724-8011 after 5pm.*

COPICS and motor restructuring functional priorities in 1990

Implementing COPICS and restructuring motors will continue to be priorities for Information Systems and Technology in 1990.

After a Motors business review last week, Mike Jefferies, General Manager – Technology, discussed with employees how business strategies will affect Technology in 1990.

In relation to quality being a top priority of the business in 1990, Jefferies said, "We do have a big part in setting the quality standard. We set the standards in quality right from the design."

One way to ensure that quality is by continuing with product restructuring, a program that was initiated through a Best Practices team last year.

Jefferies said building simplicity into each motor design and providing clear and succinct instructions can help reduce cycle time. This is consistent with Work-Out's focus on Speed, Simplicity and Self-Confidence.

"Frequently updating our products is imperative to keeping competitive in the 90's," said Jefferies. "We should view each change in our product as an opportunity to reduce costs and make a better motor."

Purchasing can support the business's strategies by continuing to build alliances with fewer suppliers. (This will be covered in depth in future GE News articles.)

Information Systems should focus on COPICS implementation in 1990, GEM Vice President Steve O'Brien told employees last week.

This year is the second of a three to four year investment in GE Motors' information systems.

The single biggest challenge for Information Systems employees this year is to support scheduling in the factories and focusing on serving customers better, O'Brien said.

Info Systems employees honored

Several employees were honored during last week's Information Systems business review.

Ben Presley, Ruth Graft, Connie Monce and Floyd Spohn received Vice President's awards for their invaluable contribution to last year's CBSI payroll conversion.

Graft also received a retirement plaque commemorating 40 years of service.

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GE News

Fort Wayne
Vol. 72, No. 7
February 15, 1990

Welch: Commitment to serving the customer must be shared by every employee

Editor's note: *The following article by GE Chairman Jack Welch appeared in the January issue of Customer Focus, a publication serving GE sales, marketing and customer-service employees. Because it contains important messages for all GE people, we are reprinting it here.*

In the 90's, GE will face the toughest business decade in history, with more competition, *tougher* competitors, and customers who will be judge, jury and executioner of any business that does not anticipate, satisfy and care about their needs. We will be asking more of *our* suppliers and we are seeing more asked of us. There is no question that the customer is demanding more attention, more empathy, more solutions, and is no longer tolerant of the aloof self-absorption of large, comfortable, long-term suppliers.

GE's customer service levels, depending on the business, are better than some, worse than others, and light years from how good we must become in the 90's.

One of the worst enemies of customer service, in my view, is bureaucracy. Bureaucracy exists to serve and perpetuate itself, and like weeds, it tends to overrun, and even-

see CUSTOMERS, page 3

INSIDE:

What to consider when choosing the right hospital. See page 2.

HVAC employees help out center for disabled people. See page 4.

Team Power gets high level of support from employees

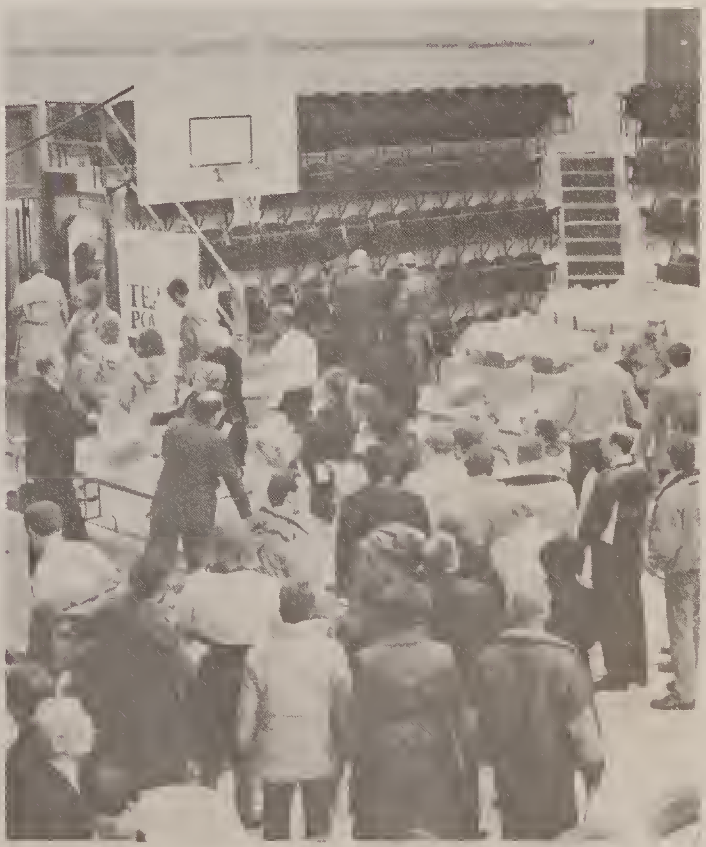
Team Power is a hit!

Although all numbers aren't yet in, most GE Motors locations are saying at least 9 of 10 employees have signed up for a Team Power team.

Of those who attended local launch meetings last week, 92.5% of Broadway employees and 95% of Taylor Street employees signed up for Team Power.

Teams are now being formed and team leaders chosen and trained. Some teams have already begun identifying projects.

Good luck to all!



Your voice in hospital choice

Hopefully, you will never have to use a hospital. But if hospitalization is ever an option or an outright necessity – in a non-emergency – there are some basic points to consider to help you assure you get the care you need, in the most appropriate setting. To do so, you might have to change the way you've always thought about hospitals.

First, remember that hospitals are not hotels. You shouldn't expect to be pampered or enjoy a nice, relaxing rest. But hospitals aren't prisons, either. You have a role to play in deciding whether to be admitted to a hosptal and, in part, to control how long you stay and what kind of care you receive. The decision to be hospitalized shouldn't be made casually. You'll have a much easier time making the decisions if you have established a trusting relationship with a primary care doctor.

In brief, when hospitalization has been recommended, you should talk to your doctor about the following considerations:

Before you're admitted

- Explore your options. As with all medical care, the more you understand about your options, the better. When a course of treatment is proposed, particularly one that involves hospitalization, find out all you can about the risks, benefits, costs and expected length of stay and time away from normal activities. If you need to be hospitalized for surgery, find out if you can be admitted and tested on the day of the surgery, not a day or two before.
- Double-check. Make sure hospitalization is in your best interest. If you're uncertain, get a second opinion from another doctor or talk to your own doctor about alternative locations for the procedure such as an outpatient surgical facility or the doctor's office.
- Check your benefits coverage. Make sure you understand the procedures to follow to receive full GE medical benefits coverage.

You're in Charge

When you're hospitalized

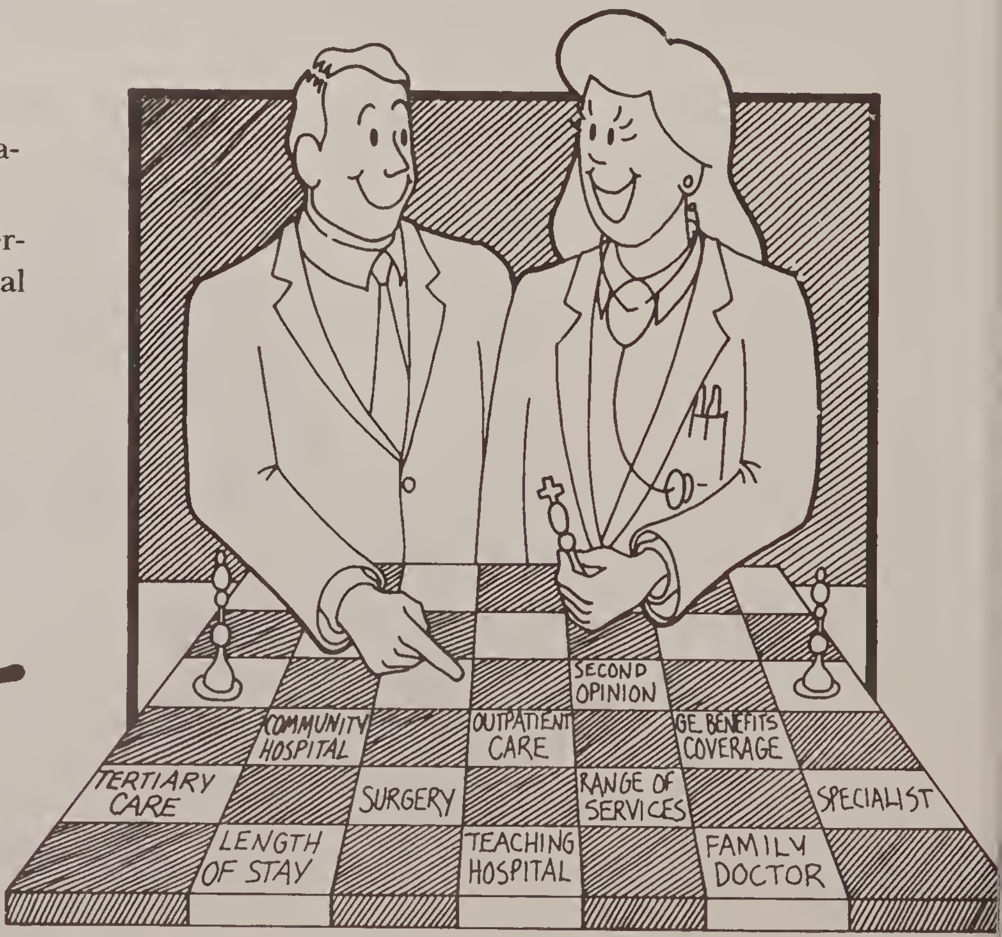
- Monitor your care. As a hospital patient, remember that you are in charge. Nothing should be done to you or for you without your knowledge and permission. If unexpected or additional treatment is recommended – particularly by someone other than your parimary care doctor – you should question why.
- Plan your recovery. Being in a hospital can make you think you're sick and, in some cases, can actually make you sick. Recovering at home can speed your recovery and improve your outlook. Let your doctor know you want to be released as soon as reasonably possible.

Choosing a hospital

Not all hospitals are the same and you should be aware of three different types of hospitals. Just as you wouldn't buy a tube of toothpaste in a fancy department store, it isn't necessary to go to the most highly sophisticated hospital for most routine matters. To ensure that certain standards are met, the hospital should be accredited by the Joint Commission on the Accreditation of Hospitals, which your doctor can confirm.

GE Fort Wayne has selected five hospitals that meet

*See **Hospitals**, page 4*



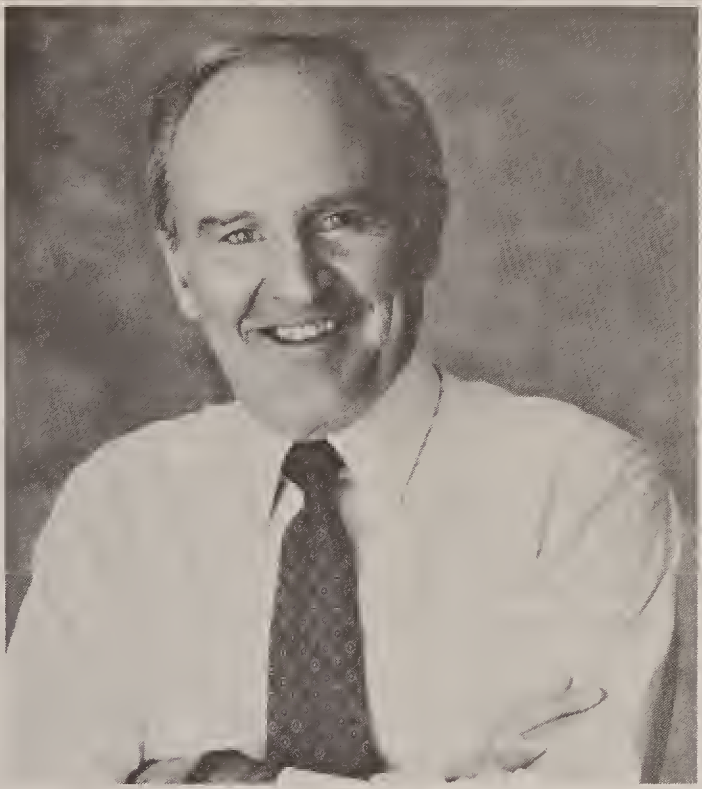
Customers, from page 1

tually choke truly productive functions in an organization. The pressures it exerts direct too much of the energy and attention of the organization *inward*, rather than toward the world, the market, the customer. It drives the ultimate personal measurement toward "how does the boss – or the system – view me?" The customer's face and his needs are too often crowded off the screen.

GE customer service people are doing an increasingly better job, but if they became perfect it wouldn't be enough. We must move toward becoming a company where *every* employee – manufacturing, engineering, finance, whatever – shares a passionate commitment to serving the customer, who, after all, is the *only* guarantor of success and employment.

Work-Out – the single-most important initiative this company will undertake in the 90's – is designed to tap the intellect and creativity of every person in the company and focus them on innovative practices that can help win in the marketplace. Work-Out will mean better products and services, more quickly delivered, at more competitive prices – every innovative path leading directly to the customer's door.

If we implement Work-Out with the passion and commitment it merits, I can envision a family of 298,000 customer service people, focused and confident, moving even closer to becoming the world's most competitive company, and in the process, making our customers ever more competitive as well.



Jack Welch
GE Chairman

> *"We must move toward becoming a company where **every** employee shares a passionate commitment to serving the customer, who, after all, is the **only** guarantor of success and employment."*

A customer focus on the part of every employee will be key to making the upcoming decade the best in our history.

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

Check One:

- ☐ For Sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free

- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

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Name ____________________

Address ____________________ City ____________________

Bldg. ____________________ Home Phone ____________________

Signature ____________________

Ads

For Sale

***'89 red Mustang convertible**, low mi, great shape, ad'l features – $15,500, 436-6806.*

***'79 LTD**, 305 engine, auto, PS/PB, cruise, good runner – $1,125/offer, 672-3506.*

***Console Hammond organ**, mahogany, ex cond, 747-3271.*

***Ladies' leather coat**, small, like new, tan, 745-0245.*

***2br house**, CA, GFA, lg rms, ex cond, 744-5242 after 6pm.*

***GE toaster oven**, good cond – make offer, 483-2984.*

***'83 Olds Firenza**, 2dr, HB, auto, 432-0393.*

Wanted

***Newly forming Softball team** w/ sponsor, looking for a few good players, call Don, 485-2087 or Paul, 493-2854.*

***Metal cabinet**, 30" wide, 12" or 14" deep, any hgts, 745-5626.*

***Model live steam engine**, Mamod model pref, 483-2984.*

***Old pop-up camper**, free for hauling away, 426-2631.*

***Lionel & American Flyer and Marks trains**, any cond, 219-724-8011 after 5pm.*

For Rent

***Apts** close to GE, 745-3613.*

HVAC employees insulate Turnstone from high utility costs

HVAC employees volunteered six hours Saturday to install insulation at Turnstone, Center for Disabled Children and Adults.

Starting bright-eyed at 7 a.m., team members stuffed insulation in the ceiling of the building, located on North Clinton. Turnstone estimates the group saved them $5,000 in installation charges.

And HVAC volunteers are doing more. The team plans to strip and re-wax Turnstone's floors on March 3. These tasks will include touch-up paint and stain work as well.

Volunteers Saturday included Bruce Cole, Lisa Cole, Jim Reinoehl, Tonya Reinoehl, Mike Henry, Bill Freiburger, Jon Schlemmer, Jim Stewart, John Schenck, Glenda Shonk and Mike Windell.

Hospitals, *from page 2*

such criteria and has contracts for discounted prices at those facilities. For more information, see the front page of last week's GE News.

- Community hospitals. For routine matters, a good community hospital is usually what you need. The care at such a hospital – for most medical treatment and less complicated surgeries – is likely to be more personalized and less expensive, without any sacrifice in quality.
- Secondary care hospitals. Some community hospitals are called "secondary care" hospitals and have a doctor-training function; this is one type of teaching hospital. A large community hospital with a lot of beds, a sizeable staff of doctors and nurses with a broad range of expertise, sophisticated equipment, and a good reputation, is normally appropriate for all but the most serious and rarest conditions.
- Tertiary care hospitals. Highly specialized "tertiary care" hospitals are best for the treatment of serious and rare conditions. Such hospitals are generally associated with universities; those that are not, usually have training and expertise equal to a university hospital. These hospitals typically have the facilities, technology and most importantly the expertise to handle the most critical care such as severe burns, transplants, spinal cord surgery, brain surgery, complicated cancer treatment, complex disorders and other problems of this magnitude.

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Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail non-intracompany address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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GE News

Fort Wayne
Vol. 72, No. 8
February 22, 1990

INSIDE:

Important information to help you complete your tax forms this year. See pages 2,3.

Advance application required for early retirement and voluntary layoff bonuses. See page 4.

Engineers doing great things for us all

***Editor's note**: This week is National Engineers' Week during which we celebrate engineers' contributions to our society's technological progress.*

They've given us things we routinely take for granted.

No longer must we scrape the dirt from our clothes on coarse washboards to clean them. Sweltering summers and icy winters are made comfortable by simply adjusting a thermostat. Family and friends are always within earshot, no matter how many miles lie between them.

This week, we have an opportunity to recognize the men and women who have given us such luxuries. They're engineers and this week is their week.

"Engineers' Week provides an opportunity to reflect on the accomplishments of engineers worldwide – and closer to home, on the accomplishments of engineers in our own organization," said Mike Jefferies, General Manager – Motors Technology.

Jefferies highlighted some of those accomplishments today at the GE Club during a presentation to employees.

"In the past 12 months we have seen many fine technical accomplishments in our business," Jefferies said during an earlier interview. "For example, GE Motors established a preeminent position as the first manufacturer to offer a complete line of variable-speed products for the HVAC industry; innovative new motor designs were developed for our customers in each of our four broad markets; and we started the introduction of a truly advanced, automated requisition system."

Jefferies also discussed what GE Motors engineers will be focusing on in the 1990's to continue doing great things for customers and for the business.

"Customer satisfaction, as reflected in our service, quality and cost, is an area we all affect directly as engineers. This will be an area of particular emphasis in 1990," said Jefferies. "What we do in meeting project commitments, reducing requisition cycle times and responding promptly to customer requests, all contribute to better service.

"What we do in terms of documentation accuracy, adherence to standards and adherence to design practices, all contribute to quality – and what we do in developing simple, manufacturable, easy-to-assemble products contributes to the reduction of our costs," he said.

So thank you engineers for all you do for the business and for all of us as individuals. Because as we examine our daily lives, it becomes apparent that we are all beneficiaries of technology.

Subhash Brahmavar, Project Manager – ECM Products, and Jefferies discuss ECM issues. The Trane air conditioning unit on which they are leaning uses GEM's electronically commutated motor (ECM).

Some helpful information from GE

Filing your 1989 tax return

Statements from GE to be used in preparing '89 income-tax returns

It's time to start thinking about preparing your 1989 income-tax return. This publication reports on statements that will be needed by most employees as they prepare their 1989 income-tax returns due April 16.

GE's accounting operations have mailed tax statements to employees' home addresses. As required by the government, copies of these statements have also been sent to the Internal Revenue Service (IRS).

Form W-2 shows earnings

Everyone on the GE payroll any time in 1989 will receive a *Form W-2* wage and tax statement. This shows taxable earnings and the amount of federal income tax withheld, as well as Social Security information. It also shows other taxable compensation, such as tuition reimbursements and imputed income on group life insurance over $50,000. Copy B of your *W-2* must be attached to your income-tax return.

In addition, most GE employees will receive other tax statements from the company — depending upon what benefit plans they were in and the decisions they made regarding withdrawals, sales or redemptions, and distributions. Here's a listing of those statements:

- **W-2P: Retirement Plan Payments** — Taxable income received through the January 1989 holding-period distribution from GE Savings & Security Program's distributions and withdrawals. Amount of federal income tax withheld.
- **1099-DIV: Statement of Dividend Income** — Dividend income from GE stock, including dividends reinvested through the Dividend Reinvestment Program. Dividend income from GE S&SP Mutual Fund, including capital-gains distributions. Dividend income from GE S&SP Long Term Interest Fund, including capital-gains distributions. Amount of federal income tax withheld. (A separate *Form 1099-DIV* will be sent for each investment.)
- **1099-INT: Interest Income** — Interest Income from U.S. Savings Bonds purchased with 1985 S&SP after-tax employee contributions which were not distributed in January 1989 but were retained in the Savings and Security Program.
- **1099-B: Proceeds from Sale, Redemption of Securities** — Cash received from sale of GE common stock. Cash from redemption of GE S&SP Mutual Fund units. Cash from redemption of GE S&SP Long Term Interest Fund units. Amount of federal income tax withheld

Read statements thoroughly

GE accounting and tax specialists have put considerable effort into preparing these statements and the accompanying explanations. Both the statements and explanations should be thoroughly read and retained in your tax files.

If you have a professional tax preparer complete your return, you should show this material to the preparer.

If you have a professional tax preparer complete your return, you should show this material to the preparer

If you prepare your own tax return, here's how to report GE-related income

If you prepare your own tax return, you should find it helpfu to read and set aside for future reference the following information related to your income from GE sources.

You need to report information from these tax statements on the following income-tax forms:

- **Form 1040** — U.S. Individual Tax Return
- **Schedule B** — Interest and Dividend Income
- **Schedule D** — Capital Gains and Losses
- **Form 5329** — Return for Additional Tax Attributable to Qualified Retirement Plans

Look at each tax statement to see if any fec eral income tax was withheld. Be sure to include the total withheld on line 56 of *Form 1(*

Wages

On line 7, *Form 1040 (wages, salaries, tips, et* include the amount from Box 10 of your W-2 Of course, if you have W-2 earned income fr other sources, this should also be included o line 7.

Dividends

If your total gross dividend income from a sources as shown in Box 1a of all your *Forms 1099-DIV* is not more than $400, include the total of amounts shown in Box 1b and Box 1 of your *Form 1099-DIV* statements on line 9 c *Form 1040.* Include the total capital gains distribution amounts shown in Box 1c on *Form 1040* either on line 14 (if you do not need to file *Schedule D*) or on line 13 (if you do need to file *Schedule D*).

If your gross dividend income from all sources as shown in Box 1a of all your *Forms 1099-DIV* is over $400, fill out Part II of *Schedule B.* Include the amount from Box 1a of each *Form 1099-DIV* statement. For example, list GE S&SP Mutual Fund dividends on one line, GE common stock dividends on the next line, and GE Long Term Interest Fund dividends on a third line.

Since capital gains may be included in the amount in Box 1a of *Form 1099-DIV*, you must report the total of any amounts shown in Box 1c of the *1099-DIV* forms on lines 6 and 8 and subtract them to obtain line 9 of *Schedule B.*

Remember that dividend income reinvested in additional stock or units is taxable income and is included in these statements.

S&SP distributions, withdrawals

If you participated in the Savings & Security Program in 1985 and elected to receive a payout for that year in January 1989, this distribution is taxable to the extent shown in Box 10 of your *W-2P.* That amount should be included on line 17b of *Form 1040.* The amount shown in Box 9 of your *Form W-2P* should be reported on line 17a of *Form 1040.*

If you purchased U.S. Savings Bonds with S&SP after-tax employee contributions in 1985 and did *not* receive a payout for that year in January 1989, the interest the bonds earned to the beginning of 1989 is taxable and is shown on *Form 1099-INT.* The interest is reportable on line 8a of *Form 1040,* and, if your total taxable interest-income is more than $400, also on Part I of *Schedule B.* If you elected to report all U.S. Savings Bond interest annually on an accrual basis, you do not need to report the interest income shown on *Form 1099-INT.*

If you made withdrawals from your S&SP account in 1989, this also will be included on a *W-2P.* This taxable amount should be entered as income on line 17b of *Form 1040,* and the total amount shown in Box 9 should be entered on line 17a.

If you were less than age 59-1/2 at the time you received either the 1985 S&SP payment or your withdrawal, you must file *Form 5329* and add the 10% penalty on line 52 of *Form 1040.* If your withdrawal or your 1985 S&SP payout was used to pay for medical expenses, see page 3 of the instructions for *Form 5329* which describes a limited exception to the 10% penalty.

Sales and redemptions

If you sold some GE stock, GE S&SP Mutual Fund units, or GE S&SP Long Term Interest Fund units that were held by you outside the S&S program, you will have received a *Form 1099-B* statement. This requires you to fill out Part II of *Schedule D* of your tax return.

To determine the gain or loss to report on *Schedule D* from the stock shares or units you redeemed, you'll also need to know the tax cost value of each share or unit at the time you received it.

For stock received in an S&SP holding-period distribution, the tax cost per share was reported on your S&SP Annual Statement labeled as "tax basis per share/unit."

For a Mutual Fund unit or a Long Term Interest Fund unit, the tax cost per unit was also reported on your S&SP Annual Statement. Alternatively, for the tax cost of a Fund unit you may choose to use the average cost per unit as reported on your account statement from the Fund.

Start gathering information

A final tip: If you haven't already done so, begin now gathering the information you'll need to complete your tax return. Put the information in a file folder, along with this publication. Even with the help of a professional preparer, this year's tax return could take longer than you expect.

Copies of IRS forms are usually available at your local library or may be ordered from the IRS by calling the toll-free forms number, 1-800-424-3676. Expect to wait about six weeks when ordering forms from the IRS.

Are you missing some tax information?

The tax statements referred to in this publication were mailed to employees' home addresses no later than January 31. If by February 15 you haven't received your W-2 wage statement or any other statement you believe you should have, contact your employee relations representative immediately. If your address or Social Security number is incorrect on any forms you receive, call this to the attention of your employee relations representative.

The deadline for filing this year is April 16th

SERO, Special Voluntary Layoff Bonus benefits require advance application

Two contract provisions – the Special Early Retirement Option (SERO) and the Special Voluntary Layoff Bonus (SVLB) – both require that hourly and nonexempt salaried employees apply 15 days in advance of a workforce reduction announcement.

In view of the 15 day notification requirement, **employees who think they may have an interest in either of these plans should complete the adjacent application form and submit it to their Relations office immediately.** Applications may be submitted prior to reaching the age and service requirements for each of the benefits.

Applications on file will be considered a permanent and ongoing self-nomination for the benefit selected. These forms are available from your Relations office.

Implementation of this self-nomination system is necessary to comply with contract provisions in the event future workforce reductions occur.

- **SERO** – This benefit is for hourly and nonexempt salaried employees between ages 55 and 60 who have 25 or more years of pension qualification service (PQS) and who are directly impacted by a "permanent job loss event" or volunteer as a substitute for another impacted employee.

A "permanent job loss event" involves work transfer/automation, discontinuance of discrete, unreplaced product line, or a reduction in force of indefinite duration.

SERO provides the opportunity for eligible employees to choose retirement as early as age 55 with full retirement benefits, including a special $200 monthly supplemental payment. Upon acceptance, the employee retires the first day of the month following the permanent job loss event.

- **SVLB** – Employees age 60 or older with 15 or more years of service who are in job classifications directly adversely affected by a reduction in force of indefinite duration may elect to be considered for a $7,500 special voluntary layoff bonus.

Those receiving the bonus are also eligible to begin receiving full, unreduced pension benefits.

Employees **must confirm their acceptance immediately following the company's offer of this special benefit.**

Benefits such as SERO, Special Voluntary Layoff Bonus, Special Retirement Bonus, Special Continued Termination Pay, Special Continued Severance Pay, Lump Sum Severance Pay and Income Extension Aid will be integrated on the basis of seniority. That way, the number of employees retiring under these options cannot exceed the net number of positions to be eliminated.

The benefit will also be coordinated with the severance or layoff benefit options described above so employees eligible for more than one option may choose only one of the available options.

I am interested in applying for the

☐ Special Early Retirement Option (SERO).
☐ Special Voluntary Layoff Bonus (SVLB).

Name ______________________
Address ______________________
____
____
____
____

Job code ______________________
Home phone ______________________
Employee birthdate ______________________
*Spouse birthdate ______________________
Cont. Service date ______________________
Seniority date ______________________

Soc. Security # ______________________ ☐ Hourly ☐ Nonexempt Sal.

This application does not obligate me to retire under the selected option.
*Required for pension estimate calculations.

Ads

For Sale

***Sofa bed**, 3yrs old, ex cond, neutral color – $385, 747-1315.*

***'87 Monte Carlo SS**, 14K mi, ex cond – $11,500, 432-5180.*

***Dbl bed w/frame**, good cond – best offer, 745-0047 after 6pm.*

***'86 Thunderbird**, very nice, loaded, 456-6202 or 456-1085.*

***Yamaha electric organ**, dbl keyboard – $200, 432-0393.*

For Rent

***N. Myrtle**, SC, hi-rise beach condo, pools. 216-526-1258.*

Reminder from MidWest America

This Saturday, Feb. 24, at 1:30 p.m., plan to attend MidWest's annual meeting. Held at the Holiday Inn – Northwest, 3330 W. California Road in Fort Wayne, the gathering allows credit union members the opportunity to express their views in the affairs of the organization. Door prizes awarded. Board of Directors election results announced.

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GE News

Fort Wayne
Vol. 72, No. 9
March 1, 1990

INSIDE:

IAM's Lodge #70 is celebrating 100 years in Fort Wayne. The GE News toasts IAM members with this special feature. *See pages 2,3.*

Think of everyone you serve as your customer: DeForrest

"This is the year of the customer in Finance," Dan DeForrest, Manager – Finance Operation, told employees last week during a business review meeting.

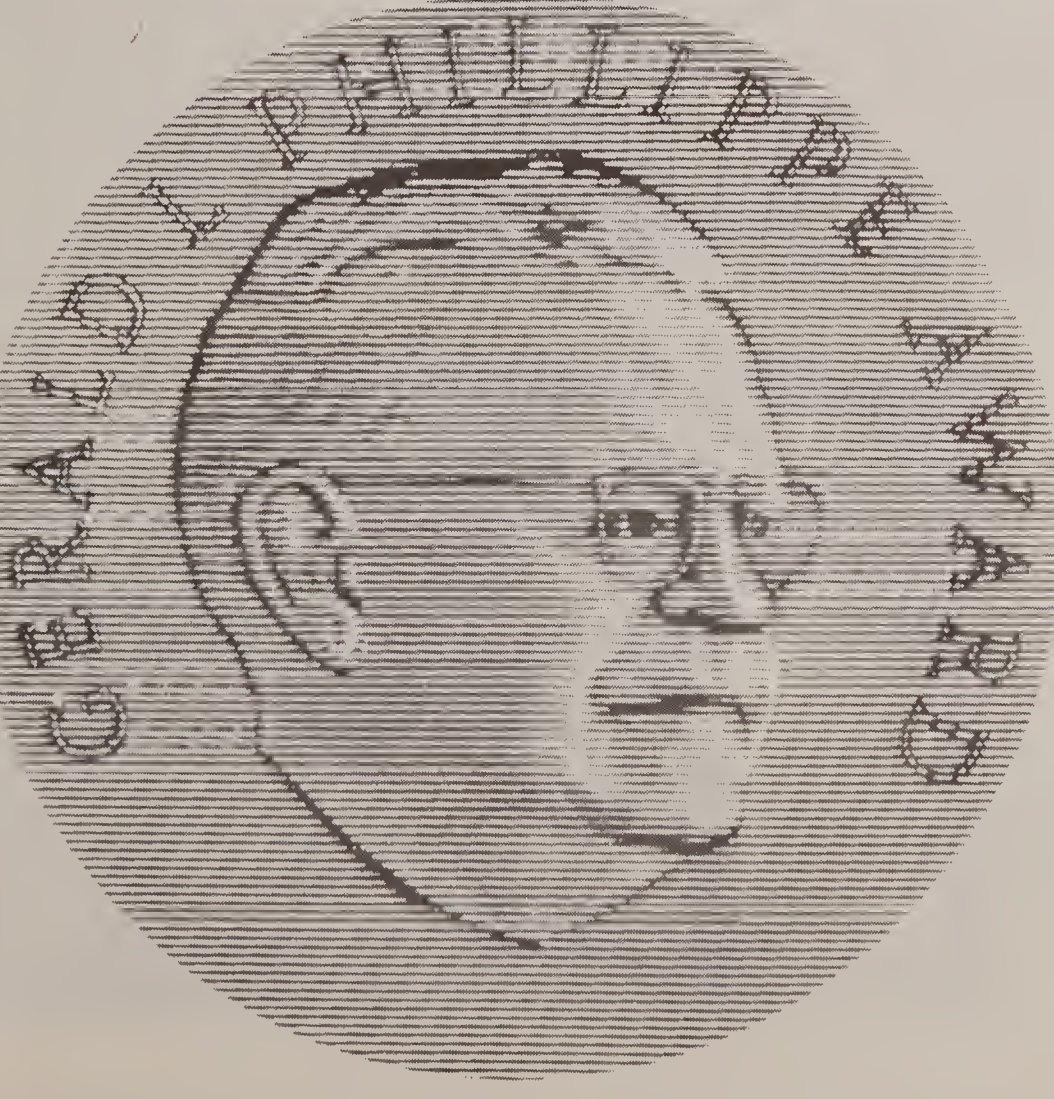
As improved customer service is the number one priority for the entire business, so it is for Finance.

Last year was an extremely productive year for Finance people; they processed more work with fewer resources than in the previous year, said DeForrest. In 1990, Finance people should focus on improving their service, keeping in mind that everyone served – decision-makers, stockholders, employees, suppliers, etc. – is a customer, he said.

"I'm asking folks to sit down with their customers and find out how we can work together better," DeForrest said.

According to one Finance customer, GE Motors Vice President Steve O'Brien, "In 1990, I'm looking to Finance to provide simple, useful and timely information to help us all make the right business decisions in the most timely manner."

Someone you know could receive $1,000 for his or her favorite charity



Since 1970, the Gerald L. Phillippe Awards for Leadership in Community Service have honored employees across the company who are setting the highest standards for commitment, creativity and achievements in volunteer service. Named for a former GE Chairman who further distinguished himself as a leader in public service, the awards enable each recipient to select a charitable cause to receive a $1,000 grant from GE.

Day after day, employees right here in Fort Wayne use their knowledge and skills in different ways, donating time and talent to help people and programs that depend on volunteers. Now you have a chance to see that your co-workers get the recognition they deserve for their heartfelt commitment and special leadership achievements in community service.

Each year, approximately 28 awards are presented company-wide, and one has been allocated to GE Motors.

Celebrating 100 years in Fort Wayne

They began as a secret organization, a handful of machinists who set out to help improve working conditions in their shops...

This year, the International Association of Machinists Lodge #70 celebrates its Centennial – 100 years in Fort Wayne.

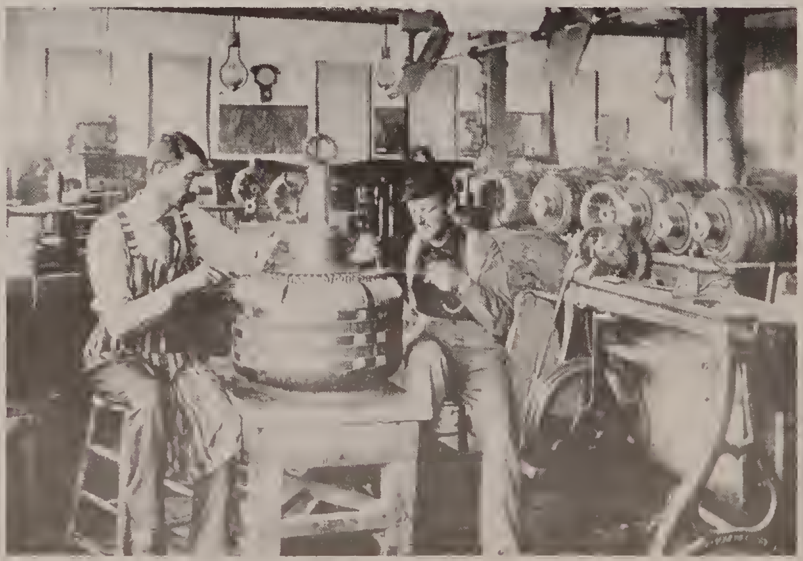
From the Fort Wayne Light Works to Jenny Light Company to General Electric... Lodge #70 endured.

One of the earliest IAM charters, Lodge #70 began as a secret organization. In those times, unions were forbidden, and belonging to one cost members their jobs.

But times change, and as union acceptance grew so did their memberships. Lodge #70 now has 109 members working at GE with a total membership of about 300. Members include tool and die makers, die repairmen, bench machinists, tool room machine operators, model makers, inspectors and developmental testers. And in addition to their contributions to GE, members help support several philanthropic organizations. Locally, Lodge #70 helps the United Way and the Citizen's Apprenticeship Program. The International IAM helps support Los Angeles's City of Hope cancer research center and International Guiding Eyes in Sylmar, Calif., a training center for blind people needing seeing eye dogs.

"...the work of Friendship Lodge #70 has had a positive influence on the quality of work life for thousands of workers in the Fort Wayne area," said Mayor Paul Helmke, during a ceremony Monday to recognize Lodge #70's Centennial. "On this day and on behalf of the citizens of Fort Wayne, I extend this city's gratitude to the members of Friendship Lodge #70, both past and present." In addition to Helmke's proclamation ceremony, a banquet is scheduled in June to further celebrate Lodge #70's Centennial.

Looking back on 100 years with GE, Tom Johnson, Lodge #70 president said, "We're looking forward to working with GE in Fort Wayne for another 100 years."



Circa 1905, this photograph shows two machinists working on an armature. To the right is an early model of a foot-operated lathe in general use about that time.

New address for redeeming GE stock, other securities

Following is a new address for cashing in GE stock as well as LT Fund, Mutual Fund and Elfun Fund units:

Securities Ownership Records
General Electric Company
P.O. Box 120066
Stamford, CT 06912-0066

Previously, these securities were sent to Schenectady for redemption.

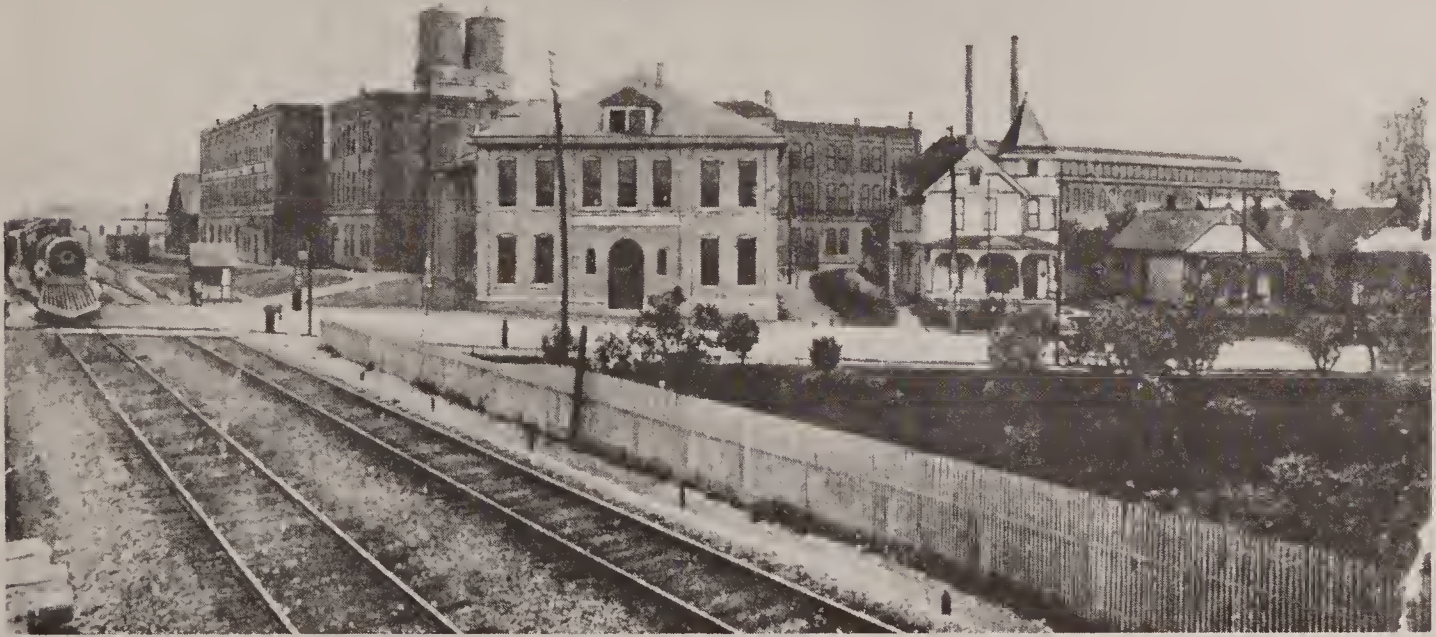
Stock certificates should be sent via Registered Mail through the U.S. Postal Service and should be insured for a value at least equal to two percent of the current market price of shares being mailed to cover the cost of replacing them if they are lost in transit. For example, if the current market price were $60 per share and the certificate for $12 ($60 x 10 shares x .02).

Any certificate sent to the former Schenectady address will be forwarded to the new Stamford address, but could be delayed a few days.

Questions about GE Stock or LT/Mutual/Elfun Fund units should be directed to the **GE Inquiry Center: 8•225-4040 or (203) 326-4040.** Telephone hours are 8 a.m. to 5 p.m. Monday through Friday.

If you need to re-register GE stock shares that are in your possession, contact the **Transfer Agent Office for instructions on the correct process. The address is: Bank of New York, 90 Washington St., New York, NY 10015. The phone number is 1-800-524-4458.**

Full details on the GE Stock Redemption Program can be found in your GE Employee Benefits Summary Plan Description.



The photograph to right, circa 1899, shows the view looking east across Broadway from what would now be West Broadway's visitor's parking lot. In the foreground are houses on land where buildings 17 and 18 now stand. Further to the south is a cemetery – now McCulloch Park.

Tom Johnson (left), Lodge #70 President and Fred Springer (right), Chairman – Lodge #70 Negotiating Committee, accept a proclamation Monday from Mayor Paul Helmke.

Ads

For Sale

'87 Pontiac Grand Am, 5spd, 34K mi, blue/gray int, loaded – $6,995, 432-6536.

'86 Thunderbird, loaded, clean, 456-6202 or 456-1085.

Rebuilt bicycles, all sizes, Don Clem, 447-2280.

Country Living magazines, 639-3740.

Lg. chest freezer for garage – best offer, 432-3836.

34" round wrought iron glass table, 2 matching chairs – $75, 436-0069.

'88 Suzuki Samarai conv., 27K mi – must sell, 419-495-2276.

One door chest and one three-drawer chest for child's room – $90, 219-344-1441.

Jointer-planer, 6" Craftsman w/base – $200, 432-0751.

Cloths hamper, marble seat, like new, 485-0102.

Wanted

Ladies' golf clubs, 749-1203.

For Rent

Lg 3br apt w/utilities at 912 W. Jefferson – $250/mo, 747-4066.

MAIL INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail non-intracompany address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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Briefs

Winter Street Reunion

The 4th Annual reunion is planned for Sept. 29 at FOP Hall on Olladale Drive. Mark the date on your calendars! Anyone interested in being on the planning committee, please call Ruth Patterson Bonta on ext. 4849 or 749-0159.

TS Dispensary hours and nurse changes effective March 1

At Taylor Street: 7 a.m. to 3:30 p.m. – Evelyn Armstrong, RN; 3:30 p.m. to midnight – Shirley Frey, RN, COHN.

Hours and personnel will remain the same for the Bldg. 21 Medical Clinic: 7 a.m. to 4:30 p.m. – Judy McGuire, RN, and Donna Wagner, RN.

NEW BENEFITS FOR GE EMPLOYEES/RETIREES

Kidder, Peabody Group Inc.
a subsidiary of
GE Financial Services

- 50% discount on stock transactions
- FREE IRA start-up ($25 savings)
- FREE stock, bond and mutual fund information
- FREE Checking and Visa card for one year on new accounts of $25,000 or more

Your Kidder, Peabody representative is:

RICHARD FERRI

1-800-521-0561 (313) 649-5700

Phillippe, from page 1

Out of those 28 winners, three employees who best represent the extraordinary leadership in community service demonstrated by all of this year's Phillippe Award recipients will then be selected for Corporate Awards. These three employees will be invited to corporate headquarters for special ceremonies and gifts, and each will receive an additional $1,000 grant to be donated to an organization of his or her choice.

Nominations open for 1990 awards

Employees can nominate themselves or a co-worker for the award. Renominations are encouraged as well. The names of nominators will not be published.

Nominations are received by a coordinator for each business segment. A selection committee then reviews the nominations and names the winner or winners for the business or group.

April 20 deadline

Here in Fort Wayne, nomination forms and information are available from Caroline Bermudez, ext. 3249. She will also coordinate the program for GE Motors. All GEM nominations must be received by April 20. Winners within the major businesses will be announced in early May and company-wide recipients will be named in early June.

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GE News

Fort Wayne
Vol. 72, No.16
March 8, 1990

Team Power is working!

First week results have been impressive, and teams across the business are spending time on ideas that will have a major impact on GE Motors.

"It is exciting to see so much interest in improving our business, and it is a fun process," said Brian Truex, Manager – Team Power Program.

Hundreds of employees received their first idea share and several teams have received checks with values ranging from three shares each to as many as 66 shares each for an idea now being implemented. Three of the first teams to win idea shares are pictured here.

Keep up the good work!

Photo at right: Standing are Sam Manning, Terry Giese, Ron Kroemer (plant manager), Bill Green, Steve Bird (team coordinator), Gary Bowersock, Steve Longenberger and Darrell Arivett. Seated are Franny Bustos and Kay Snyder.

Below: In back, Leigh Ewell (Manager – Purchasing), Carla Miller, Ed Kinningham, Dennis Bobay and Kathy Runkle (team coordinator). In front, Brian Truex (Manager – Team Power), Ted Busch, Tim Carey and Ed Kimmet (site coordinator). Missing are Bob Dunlap and Doug Imbody.

Bottom, far right: In back, Marv Peterson, Jim Slater, Keith Kryder, Jack Smith and Poul Rasmussen (team coordinator). In front, Mike Kifowit, Carol Schowe and Dave Begley (site coordinator).

S&SP Life Insurance participants soon to receive 60% refund

If you were a participant in the GE Savings & Security Program's life-insurance option in 1989, you'll soon be getting back 60% of what you paid for your coverage. The checks are scheduled to be mailed to participants' home addresses in mid-March.

This refund of premiums is being made because premiums paid by S&SP participants were more than enough to cover death-claim payments last year.

Valuable protection

S&SP Life Insurance is designed to provide significant long-term financial protection for your family after your death. You may enroll for payroll deductions of either 1/2% or 1% of your earnings as defined for this insurance. The cost of your coverage is reduced by premium refunds based on plan experience.

The amount and duration of benefits payable to your beneficiary will be based on your age and final year's insurance contribution as shown in the table at the bottom of the page.

For example, the beneficiary of a 29-year-old person earning $25,000 a year who selected the 1% contribution option and was paying a premium of about $4.80 a week could receive $1,250 a month for 40 years – a total of $600,000.

Beneficiaries can also elect to have this life insurance paid in a lump sum unless some other method of payment has been specified by the employee. Information about lump-sum payments and how Federal Income Tax provisions affect this life insurance are included in the mailing with the refund checks.

For more information

Additional information on the S&SP life-insurance option – including how those not now participating may apply – is in the GE Employee Benefits Summary Plan Description and the GE Employee Benefits Plan Document books.

Your beneficiary will receive this percentage of your pay as monthly benefits

If your age at death is:	*1% option*	*1/2% option*	*For this many years*
Under 30	60%	30%	40
30-34	60%	30%	30
35-39	55%	27.5%	25
40-44	45%	22.5%	20
45-49	35%	17.5%	15
50-54	30%	15%	8
55-59	30%	15%	4
60 or over	30%	15%	2

College tax break adds to appeal of U. S. Savings Bonds

Series EE Bonds purchased after January 1 become exempt from federal tax if you meet certain age and income criteria and use the proceeds to pay for the college education of your dependents, yourself or your spouse. These are the same Series EE bonds you can purchase through the GE Savings & Security Program.

Even without this change, Savings Bonds are one of the safest tax-deferred investments. They are exempt from state and local tax. In addition, you can defer paying federal tax until the bonds mature or you redeem them.

The education benefit

Now comes the latest bonus: the new tax exemption for college expenses, passed by Congress in 1988 to help ease the increasing burden of paying for higher education. That tax break can make an already decent yield on the bonds worth a second look.

If you are in the 28% income tax bracket, for example, the current 6.98% rate on Savings Bonds becomes equivalent to a 9.69% rate in a taxable investment such as a CD or money market fund. That's pretty good.

But there are several conditions and complications. First, to qualify for the tax break, you must be at least 24 years old when you buy the bond. And you can use the proceeds only for college expenses of your dependents, yourself or your spouse.

The tax break also will apply only if you use bond proceeds for tuition and required fees, not for books or room and board. And it will apply only to degree programs at colleges, universities and certain vocational schools. It won't work at for-profit vocational schools such as those teaching cosmetology, auto mechanics, secretarial skills and the like.

The rules also call for the tax break to be phased out if you are married and filing jointly with modified adjusted gross income between $60,000 and $90,000 or if you are a single filer with income between $40,000 and $55,000. Below these levels, you get the full break, and above them you will receive no federal tax exemption.

Fortunately, those phaseout levels will be indexed to inflation, so they will rise in future years. You'll need that, because eligibility for the tax break is determined by your income at the time you cash in the bonds, not when you buy them. If you hold them to maturity, that can be 10 to 12 years from now.

For more information on Savings Bonds and the new educational benefit, write to: Office of Public Affairs, U. S. Savings Bond Division, Washington, DC 20226. For detailed information on record-keeping requirements and other tax information, contact your Internal Revenue Service District office.

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name

Address City

Bldg. Home Phone

Signature

Ads

For Sale

IBM compatible computer *and/or game software, 625-3563.*

'86 HD FLHTC *offwhite, 18K mi – $7,000, 483-1331.*

'67 Pontiac Tempest, *rebuilt 326, metallic red, new front tires, shocks, dual exhaust – $2,500/offer, 747-7048.*

Ceramic molds and 24" kiln *– will sacrifice, 219-432-2960.*

Lg bldg lot*, Cherokee Village, Arkansas, 489-6764.*

Glass fireplace enclosure*, 44"x32", adjustable, like new, 747-2796.*

Green carpet*, 14' x 14', 2pr green drapes, 74" long x 86" wide, 747-0231.*

Oak medicine cabinet*, swag lights, antique rocker, 485-1898.*

Better n Bens wood burning stove*, fireplace insert, 489-9218.*

Wanted

Lady golf clubs*, good cond, 749-1203.*

Cleaning jobs, *reasonable, 747-6546.*

For Rent

NW, clean, 3rm + *kitchenette, upper, unfurnished, 483-8874.*

Storage space *for cars, snowmobiles, motorcycle, etc., no birds, 636-7264.*

SW, 3 lg room*, w/utilities, no pets – $250/mo, 747-4066.*

Ride Wanted

To TS GE*, 1st shift, 6:48am - 3:18pm, from Huntertown area, 637-5822.*

Companies that compete best

Chuck Knight "driven and deliciously aggressive": Fortune magazine

***Editor's note**: The following is excerpted from a Fortune magazine article on "killer" competitors. The financial information in the last paragraph is updated with 1989 data.*

Emerson Electric's Chief Executive Chuck Knight can't understand it. One of his major customers, an appliance manufacturer, is still buying motors from General Electric, a competitor of Emerson's. "It's crazy. Why subsidize your competitor?" Knight hopes to demonstrate to this customer that giving Emerson the business will lower his costs and raise GE's cost of doing business. It probably wouldn't hurt Emerson much, either.

Deliciously aggressive, this, and pure Knight: driven, calculating, and willing to body-punch when he gets in close.

Emerson's growth is propelled by twin corporate ambitions: to achieve market leadership and to be "best cost" supplier.

To achieve this, Knight and his managers reacted with a sweeping realignment that reverberates to this day, creating a world-class competitor in a hurry.

Emerson moved more than 3,000 jobs offshore and closed 49 of some 250 plants. "Our response was to get our costs down so that we were better than anyone else in the world," says Knight. "It was not a fun time."

Of such short-term pain is long-term success made.

"We are very confrontational. The minute you back off, a little of the intensity drops," says Knight.

Emerson has turned more than half its products into market leaders: 84% are either first or second. It's a figure the company pays attention to: Emerson has pushed the number up almost a point a year over the past 10 years. In 1989, the company increased revenues 6% to $7.07 billion, while profits climbed to $588 million. And with a 10%-a-year average growth in revenues, Emerson has added nearly 6,000 jobs in the U. S.

GE Motors and Emerson: head to head

Emerson Electric is GE Motors' toughest U. S. competitor, said Gene Andert, Manager – Commercial Market.

GEM is the top supplier in the four markets that both companies serve – appliance, heating/air conditioning, industrial and commercial. Emerson ranks second.

Largest appliance share

Emerson supplies the largest share of motors in the appliance market, primarily because it has Whirlpool as a customer. "Whirlpool buys more motors than any customer in any of the four markets," Andert said.

GEM leads HVAC market

GE Motors leads Emerson in the heating/air-conditioning market. "That's because we have the big customers in this area," said Andert, referring to Carrier and Trane.

Emerson, however, made a strong thrust into HVAC when it purchased Copeland, a refrigeration and air conditioning compressor manufacturer.

Customers seek fewer suppliers

Andert said GEM and Emerson will likely continue to battle for top position in the four motor markets.

"Customers are looking to big companies like General Electric and Emerson to be their long-term suppliers," he said. "Buying motors from several motor manufacturers has gone out of vogue because it costs too much to qualify and approve motors from different sources."

Andert said the motor supplier which does the best job of being an all-around business partner with the customer will come out on top.

"Customers are looking for suppliers who can help them win in their markets. They want overall value, including among other things, best quality, technology and customer service," said Andert. "They're also looking for suppliers which offer resources, such as access to corporate research and development expertise, and the ability to marry electronic and motor technology.

"As part of General Electric, one of the largest and most diverse companies in the world, we have tremendous strength in these areas," said Andert. "But we have to remember that Emerson is also strong. There is just no room for complacency in this business."

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GE News

Fort Wayne
Vol. 72, No. 11
March 22, 1990

GEM celebrates its 2-year global partnership with Daewoo

INSIDE:

LOTO procedures aren't only for everyone's safety – it's the law. See page 4.

Daewoo Electric Motor Industries (DMI) is in the heart of Korea, plagued by political and economic growing pains. Despite that, the motor manufacturer is prospering and celebrating its two-year anniversary.

"You have met the challenge and you should be very proud of your accomplishments," DMI President E. S. Choi recently told employees there. "I want to attribute the success to all DMI's employees, our GE partner and our suppliers."

DMI is a joint venture between GE Motors and Daewoo. The project began two years ago as a way for Motors to satisfy the globalization needs of one of its biggest customers – Carrier.

An HVAC customer, Carrier was looking for a supplier who could offer vast technological resources and technical strength to help build Carrier products.

"The key to partnerships with customers like Carrier is globalization," said Dick Habegger, General Manager – HVAC Business Programs.

Carrier already had a plant in Kwang Ju, in an industrial complex also occupied by several Daewoo factories. Carrier operates there a joint factory with Daewoo. Together, they build room air conditioners and compressors.

For Motors, the logical move toward globalization and fulfilling Carrier's needs was to move in next door to Carrier. And to help justify the cost of constructing and operating a plant there, Motors partnered with Daewoo – and DMI was born.

Today, Carrier and Daewoo each get 45- to 50-percent of DMI's output; 5- to 10-percent is targeted to other customers in North America.

"DMI is a result of our need to fulfill the needs of a global customer and a global partner," Habegger said.

DMI's quality record is one of the best among Motors' plants.

But according to Choi, "Despite our accomplishments, we have just taken our first infant step... The world in which we live is truly an economic battlefield with many obstacles.

"But I know we all take pride in the excellent products we make at our excellent facility here in Kwang Ju... and I know that DMI will be prosperous for many years to come."

New S&SP Annual Statement brimming with facts, figures about your investment

If you were a participant in the Savings & Security Program on December 31, 1989, you will receive your S&SP Annual Statement sometime within the next four to six weeks. The statements are to be mailed to employees' home addresses by business from the latter part of March through April.

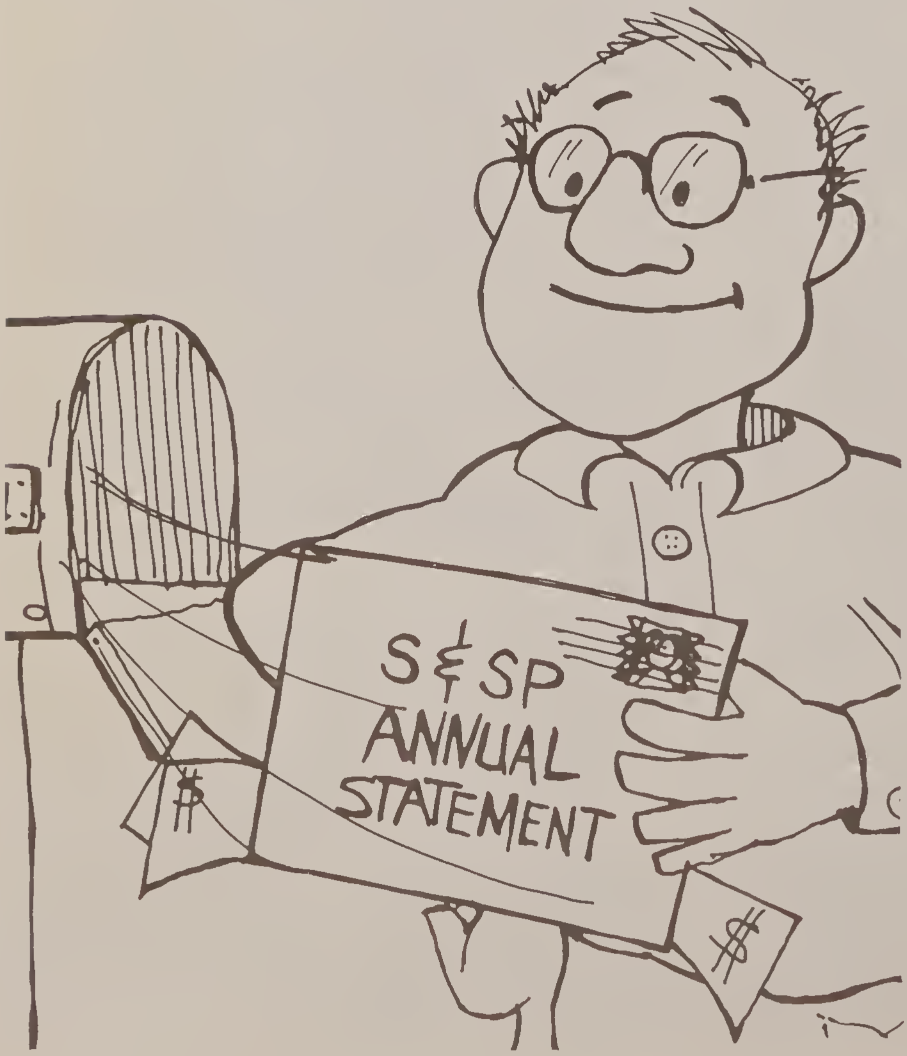
Those receiving a statement will want to examine it closely and file it with other important papers. For many employees, this statement is an important financial planning tool.

"This year's statement has a new look," reports Guy Peterson, manager of the Corporate Benefits Delivery organization in Schenectady, NY. "It has been completely redesigned to make it easier to read and understand and provide more information than in the past. The S&SP statement is an important part of our efforts to improve benefits delivery and information to the GE employees we serve."

Loaded with data

The statement provides a complete report on the status of your S&SP account at the end of 1989, with helpful boxes explaining the data.

On the front side of the document, you'll find quick summaries on:



- the value of your investments.
- contributions added to your account in 1989.
- the amount of 1987 Employee Contribution Bonds (if any) to be delivered in March 1990.
- your investment elections at year-end 1989.

The reverse side shows details of S&SP investments credited to your account from various sources in 1987 and prior years, 1988 and 1989. There is information on:

- the amount of savings eligible for Annual Withdrawal.
- the amount accumulated from Employee Contributions (after-tax savings) and Deferred Pay (pre-tax savings).
- company matching payments.
- vacation banking held less than two full calendar years.
- rollover contributions from another employer plan or annuity.
- all other income earned in 1988 and 1989

The statement shows the unit or share price of each investment and the total value of those investments as of Dec. 31, 1989.

It also lists the amount of your "Unrecovered Investment" (URI) for pre-1987 (1986 and prior years) and Post-1986 (1987, 1988, 1989). Unrecovered investment is the remaining amount of your after-tax contributions that will be recovered tax-free from the program.

Other important summaries

If you have a ReadiLoan, the statement shows the amount of any unpaid loan balance and the date your last payment is due. It also includes a summary on how the ReadiLoan Program works, along with important information about making withdrawals and how you can change the way your past savings and company contributions are invested (Investment Switching).

"We've tried to make the Annual S&SP Statement as complete and useful as possible," said Peterson. "This redesigned statement is just one of several actions planned to improve service to S&SP participants. As other programs are developed, we will keep employees informed through direct mail and company publications."

If you were a participant in S&SP on Dec. 31, 1989 and have not received a statement by the end of April, or if you have general questions about the statement, you should contact your payroll component by calling the phone number provided in the upper left corner of your statement – another addition to this year's document.

You have important role in 1990 Census

Do you know you have a key role in an upcoming national event? That event is the 1990 Census. Your part is to fill out the census questionnaire when you get it in late March and return it.

The census is important. Representation in Congress, state legislatures and local voting districts is based on census numbers. Funding for schools, health clinics, job training, community centers and other services depends on census population counts. Pride in our heritage and contributions to American culture is reflected in accurate census totals.

Easy to complete

Completing the census questionnaire is easy. The package you get will include either a short or long form and an easy-to-use instruction guide. Complete the form and return it by April 1, 1990 – Census Day.

The short form, which will go to five out of six households in most areas, contains 14 basic demographic and housing questions. It will take the average household from 15 to 20 minutes to complete.

The long form has 59 questions, but not every household will have to answer every question. In addition to the basic short form questions, the long form has questions on social and economic characteristics such as ancestry, veteran status, occupation, income and general information about the utilities and fuels in your home.

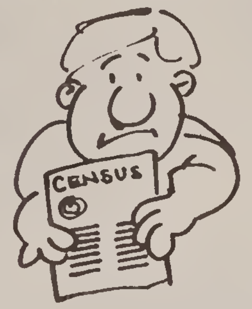
Strictly confidential

Whether you answer the short form or the long form, all your responses are strictly confidential for the next 72 years.

After completing the questionnaire, simply place it in the pre-addressed, postage-paid envelope and drop it in the mail unless instructions on your form say to hold onto it until a census taker comes by to pick it up.

When you've done that, you will have fulfilled your role in the 21st census – an American tradition since 1790. It's that easy.

What's in the Census for Me?



No one gets paid for answering the census, but it pays off for everyone.

The information your answers provide helps your community leaders decide where to put day care centers, schools, hospitals, and many more services. And, the census is used to determine how many seats your state has in the U.S. House of Representatives so your voice is heard where it counts the most.

Answer the Census.
It Counts for More Than You Think!

CENSUS '90

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

Check One:

- ☐ For Sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free

- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ____________________

Address ____________________ City ____________________

Bldg. ____________________ Home Phone ____________________

Signature ____________________

Ads

For Sale

'87 14'x7' Fairmount MH, 2br, w/air, lg deck – $7,000/offer, 489-2246.

'87 Ford Ranger, 5spd, 29K mi, blk, stereo, rims, duraliner w/cover, ex cond – $5,500, 219-483-5969.

'85 Toyota Celica Supra, supra clean, supra car – $7,180/offer, 428-2947 from 8am - 4:30pm.

Old wall clock mady by Auto Elec Clock – $495, 432-2891.

Sears Kenmore sewing mach w/ cabinet & access – $75; manual IBM typewriter – $25, 745-0364/456-8384.

4-14 Eagle st/mounted on chrome nugget rims – $500, 447-2436.

'85 Chevy Celebrity wagon, loaded – $2,700, 489-2951.

Complete living room furniture good shape, 638-4114.

Golf clubs, 7, 2 woods – $30, 745-7625.

Drapes, 1pr, 256"w x 82" l, 2prs 120"w x 78" lg, very nice, reas, 745-0849.

'86 Thunderbird, very clean, all power tapes, etc, 456-6202/456-1085.

'85 Fairmount mobile home, 3br, 2bath – $500 or assume loan, 627-2728.

'86 Escort GT blk/gry, 5sp, air, 33K, well maintained, 749-2594 after 6pm.

Wanted

Old pop-up camper, under $50-, can be in poor cond, 426-2631.

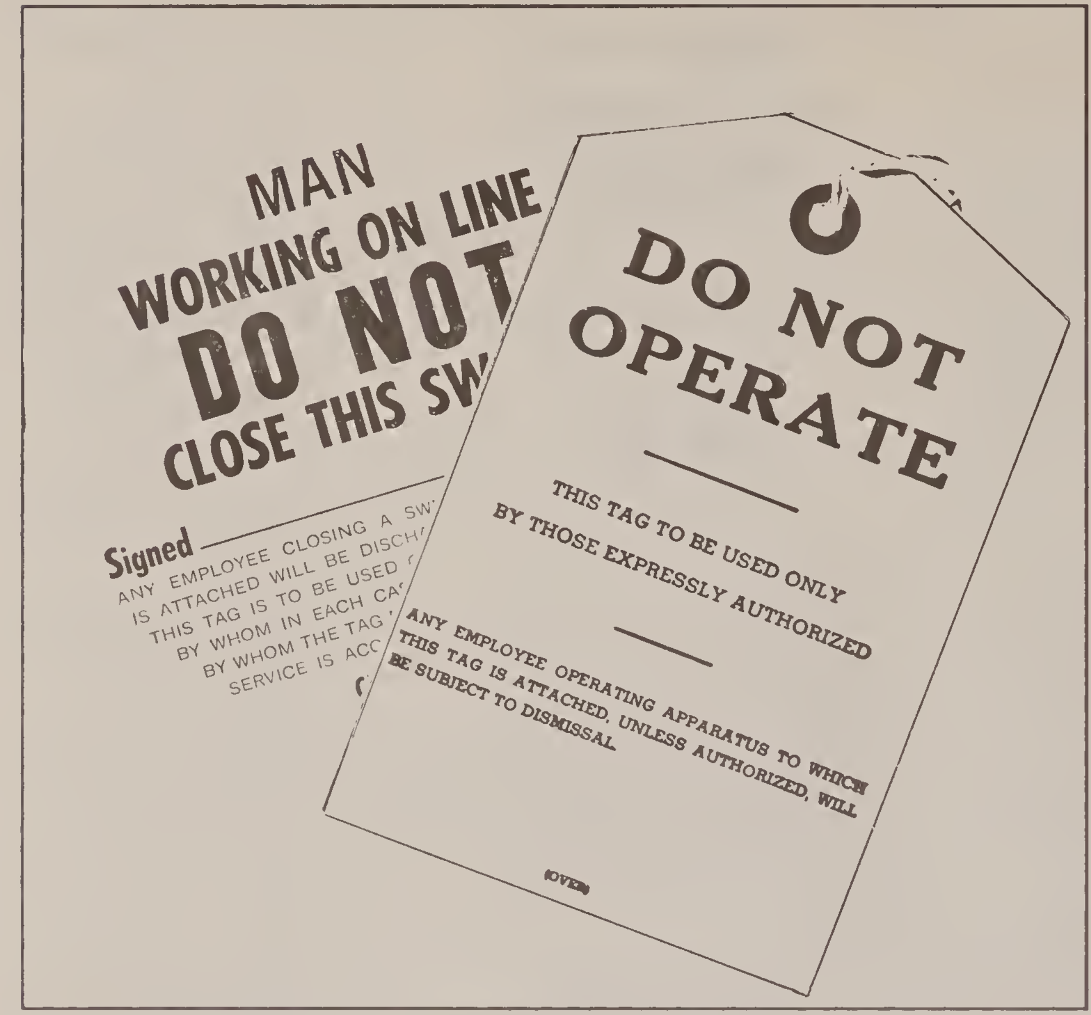
Lionel & American Flyer and Marks trains any cond, 219-724-8011.

For Rent

Apt, 912 W. Jefferson, 3rms, redecorated, utilities – $250/mo, 747-4066.

Myrtle Beach condo, ocean,, pool, jacuzzi, 216-235-2746.

LOTO procedure isn't just because... it's the law


MAN
WORKING ON LINE
DO NOT
CLOSE THIS SW
Signed
ANY EMPLOYEE CLOSING A SW
IS ATTACHED WILL BE DISCH
THIS TAG IS TO BE USED
BY WHOM IN EACH CA
BY WHOM THE TAG
SERVICE IS ACC
DO NOT OPERATE
THIS TAG TO BE USED ONLY BY THOSE EXPRESSLY AUTHORIZED
ANY EMPLOYEE OPERATING APPARATUS TO WHICH THIS TAG IS ATTACHED, UNLESS AUTHORIZED, WILL BE SUBJECT TO DISMISSAL
(OVER)

The Lock-Out/Tag-Out (LOTO) procedure is for everyone's safety – especially the safety of those repairing equipment. It's also the law.

LOTO is a new OSHA regulation that requires employees who service equipment to follow specific safety procedures. Here's how it works.

If repairs are to be made to a piece of equipment, the repairman must first shut down all forms of power to that piece of equipment. When he turns that power off, he must secure the power switch with a lock and then attach tags (similar to the ones shown at left) to it. The tags identify why the power is off and warns other employees that the power must stay off. Only the person who locked and tagged the equipment may remove the lock and tag and turn the power back on. This ensures that power is restored only when repairs are done and the equipment is safe to use. **For everyone's safety, never tamper with power switches or attempt to operate equipment that is either locked out or tagged.**

Pre-registration a must for fire school

Following is the schedule for this year's GE Volunteer Fire Department fire school:

May 21	7:30 - 10:30 a.m.	Brdwy 8-1 Fire Station
	3:30 - 6:30 p.m.	Brdwy 8-1 Fire Station
May 22	7:30 - 10:30 a.m.	Brdwy 8-1 Fire Station
	noon - 3:00 p.m.	Brdwy 8-1 Fire Station
May 24	7:30 - 10:30 a.m.	NEW TS Training Room
	3:30 - 6:30 p.m.	NEW TS Training Room
May 25	7:30 - 10:30 a.m.	NEW TS Training Room
	noon - 3:00 p.m.	NEW TS Training Room

This year's sessions have been lengthened to provide additional classroom training and written testing. **Only members who have attended 1988 or 1989 fire schools are eligible. All attendees must register by May 17 so that adequate supplies will be available.**

Registration forms are available at all security gatehouses. Return completed forms to any gatehouse.

MAIL INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail non-intracompany address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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GENERAL PERIODICALS
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GE News

Fort Wayne
Vol. 72, No. 12
March 29, 1990

INSIDE:

GEBIC honors two GEM employees for customer service excellence. See page 4.

Softening motor market, high inventories causing sales downturn

A disappointing U. S. motor market and customers' high inventories have caused an unexpected decline in GE Motors sales for the first two months of 1990, according to Greg Delaney, Program Manager – Total Cycle Time.

"We're seeing some signs of softness in every market segment except appliances," Delaney said. GE Motors serves four motor markets: 1) heating, ventilation an air-conditioning (HVAC), 2) commercial, 3) industrial and 4) appliances.

Customers' large inventories are also impacting GE Motors sales softness, Delaney said. HVAC customers, in particular, started 1990 with too much inventory. "Only when they get their inventory back in line will we begin to see our sales truly reflect market demand," he said.

Following is a brief description of what's happening in each of the four motor markets.

- The HVAC market is soft. HVAC customers are managing high inventories. Compresors are leading the decline, mainly because compressor exports are lower than last year.
- The Commercial market is also soft. High inventories are also plaguing some Commercial customers. On the positive side, we are seeing early strength in the sump pump market.
- The Appliance market is flat. Although refrigerator and freezer sales are down, laundry sales are holding the market up.
- The Industrial market is beginning to show some weakness, primarily due to a slowdown in export markets. The golf cart business remains strong.

But although the forecast is down, it's constantly changing and GE Motors is fighting back with plans to find new customers. "Every program general manager and sales manager has developed specific plans to help offset the sales softness that we are experiencing," Delaney said. Still, there are some things left to Mother Nature. According to Delaney, "What we really need is a wet spring and a nice hot summer."

GE's 1989 Annual Report highlights change, vision for the future

The story of GE's drive to shed bureaucracy and to become a "boundaryless" company is one of the themes of the Letter to Share Owners in the GE 1989 Annual Report now being distributed. All GE employees who own stock will receive copies of the Report.

GE Chairman Jack Welch, and Vice Chairmen Larry Bossidy and Ed Hood, emphasize some of the changes that have occurred in the company during the past decade, and spell out their vision of the kind of enterprise they want GE to become in the 1990s and beyond.

continued
see ANNUAL REPORT, page 2

ANNUAL REPORT

from page 1

A decade of growth

The letter describes how GE is vastly different as it enters the 1990s from the company that existed in the early 1980s.

- In 1980, two-thirds of GE revenues came from slow-growth core manufacturing and non-strategic businesses like coal mining. Today, two-thirds of its revenues comes from high-growth technology and services.
- In 1980, of GE's strategic businesses, only two were truly global – GE Plastics and GE Aircraft Engines. The company begins the 1990s with a significant global presence in virtually all of its businesses. Today, 40% of GE's operating profit comes from outside the U. S.
- GE began the 1980s with a bureaucracy of as many as nine management layers in some businesses. Today, all of its businesses have significantly reduced layers, some to as few as four, enabling it to move a lot faster – "not yet with the speed of the best small companies but with that goal always in our sights and closer every day."
- GE's productivity growth in the early 1980s was representative of the U. S. – in the range of 1- to 2-percent a year. Today, its productivity growth is accelerating through the 5% level and growing at three times the U. S. average.
- As the 1980s progressed, earnings growth moved into high single digit, then consistent double digits, and as the decade ended, GE's earnings were 2.6 times the 1980 level. Operating margins were double the 1980 level.
- In 1980, GE had a total market value of $12 billion, which ranked it 11th among American companies. It left the decade ranked second, with a year-end market value of $58 billion, and that $46 billion increase during the 1980s was the largest of any company in the U. S.

Looking to the next decade, Welch, Bossidy and Hood said they expect the 1990s "will be as full of unknowns and surprises as the 1980s were, but in our view, some things are dead certain: The pace of change will be faster. Globalization will be more pervasive, competition will intensify. The need for continuous employee education at all levels will be even greater. Protecting the environment will become a total commitment of every employee at GE."

"Boundary-less" company envisioned

The three members of the Corporate Executive Office see GE moving toward becoming a "boundary-less" company in the 1990s.

"The boundary-less company we envision," they say in their letter to shareowners, "will remove the barriers among engineering, manufacturing, marketing, sales and customer service; it will recognize no distinctions between 'domestic' and 'foreign' operations – we'll be as comfortable doing business in Budapest and Seoul as we are in Louisville and Schenectady. A boundary-less organization will ignore or erase group labels such as 'management,' 'salaried,' or 'hourly,' which gets in the way of people working together.

"A boundary-less company will level its *external* walls as well, reaching out to key suppliers to make them part of a single process in which they and we join hands and intellects in a common purpose – satisfying customers."

While admitting that this goal for the company is a "grand vision," the three corporate leaders believe it will be achieved through the Work-Out process that is rapidly becoming reality across the company.

"Work-Out is working," Welch, Hood and Bossidy state. "We have hardly scratched the surface of the enormous mine of productivity and innovation that we know exists in the intelligence and imagination of our 300,000 employees, but we are excited beyond measure by what we are discovering."

The Annual Report contains considerable information on the strategic direction and financial operations of the company, as well as highlights of achievements of GE's individual businesses. If you don't receive a copy, you may obtain one from the Employee Relations office.

SportsTalk

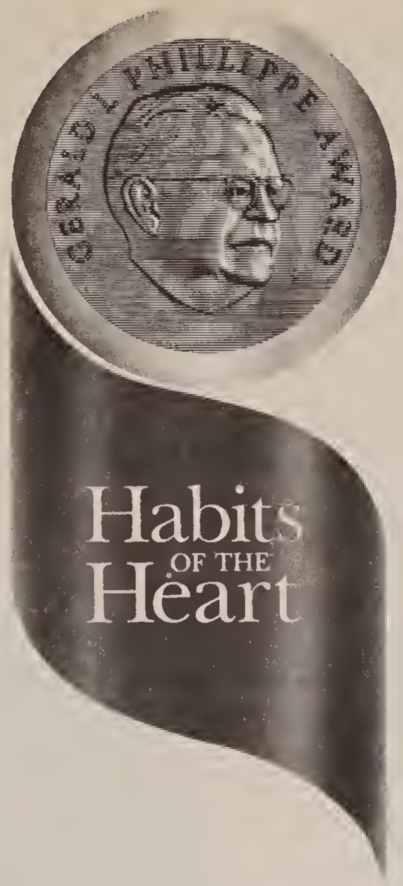
Looking for softball players

Anyone interested in playing softball this year, but is not yet on a team, please contact League Manager Bernie Ebetino, ext. 2512.

Heartfelt

Help us find employees who have voluntarily transformed their heartfelt concern for the plights of others into leadership, action and achievement in the cause of community service.

Your nominee could be named a 1990 Phillippe Award winner, an honor which brings with it a $1,000 grant from GE to be donated to the charitable organization of the winner's choice. So nominate yourself or another employee today. Complete information and nomination forms are available from Caroline Bermudez, ext. 3249, Building 18-3, or contact your employee relations representative.



Too late to turn back? Financial planning for retirement

An informational seminar on retirement planning for GE employees is planned for mid-May.

Sponsored by Financial Planning Services, the program consists of how to plan for retirement, how to use GE employee benefits and new ideas for personal finance and investments.

Questions such as: "When should I retire?" "How much income will I need?" "How do I decide on my retirement options from my Pension?" "How do I plan for taxes after retirement?" and "What investments are good for me before and after retirement?"

Three identical seminars are scheduled:

Tuesday, May 15	1 p.m. to 3 p.m.
	7 p.m. to 9 p.m.
Thursday, May 17	7 p.m. to 9 p.m.

All seminars will be held in the second floor auditorium of One Summit Square, downtown Fort Wayne.

All GE employees, spouses and guests are invited, but seating is limited. Call for reservations at 426-2222, 8 a.m. to 4:30 p.m. weekdays.

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

Check One:

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- ☐ For Rent
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Name ____________________
Address ____________________ City ____________________
Bldg. ____________________ **Home Phone** ____________________
Signature ____________________

Ads

For Sale

Chevy S10 ext cab, ps/pb, cap, 4sp, 2.5L – $5,800, 747-6917.

Rnd brick lined Shenandoah wood heater, 219-636-2063.

King-sz waterbed, A-1 cond – $150/offer, 486-7216 5:30pm - 9pm.

2 tw beds, 1 king headboard, 1 console tv, 485-8856.

'81 Merc-Capria, ps/pb, ac, sunroof, 4sp, runs well – $1,195, 432-2693.

2br trailer on Coldwater Lake, in park – $3,500, 744-5817.

Twin-sz mattress & box springs, ex cond, 432-0166.

'87 Pontiac Grand Am, 5pd, 34K mi, blue/gray int, loaded – $6,500, 432-6536 after 6pm.

Qume printer – $100, 485-7811 after 6pm.

Beacon rowing machine; good cond – $40, 489-7574.

'77 Camaro, red, 4spd, louvers, tract bars – $2,250, 747-3931.

All rebuilt bikes & parts, comp. sellout – 1 price, 219-447-2280.

Snowblower – $150, 484-6735.

'85 Volvo, 740 GLE, burgundy/blk, leather interior, loaded, 447-2137.

Rims/tires, 15" for late model Fords, 485-8661.

IBM Correcting Quiet Writer printer, 428-3240.

'81 Olds Cutl Sprm, 231 V6, 2dr, white, AT – $1,750/offer, 436-0809.

Wanted

14" rims for '80 Mustang, 485-8661 after 5pm.

Carpet repairman to fix seam, 483-1574.

Softball players, 493-2854.

Interior painting – reasonable, 486-2558.

For Rent

Near GE,, 1br upper, nice and clean – $260/mo + lights, 747-0381.

GEBIC honors employees for customer service excellence

GE's Business Information Center Tuesday honored two GE Motors employees for their outstanding efforts in helping customers.

This is only the second time in seven years that GEBIC has given out such an award, and this year, Tech Data clerks Jan Bowers and Linda Bubb are sole recipients.

"Linda and Jan are truly committed to customer service," said Loretta Wilary, GEBIC Contact Network Representative.

GEBIC should know – its business is solving customer problems.

GEBIC provides business-to-business customers and GE professionals with technical, industrial or commercial product/service information. GEBIC's number is (518) 438-6500. For information on consumer products, call the GE Answer Center at 1-800-626-2000.

Photo: (left to right) Loretta Wilary, GEBIC Contact Network Representative, recipient Jan Bowers, Tech Data Clerk, Becky Raimo, GEBIC Program Director, recipient Linda Bubb, Tech Data Clerk and Jim Laucks, Manager – Tech Data.

Gate changes help reduce base costs

In an effort to reduce base costs, the following gate changes will become effective April 16.

The Linley Gate will no longer be open on weekends and holidays. To accommodate those who work during these times, any car displaying a valid GE parking permit and employee ID will be allowed through the West Broadway gate and permitted to park in the Monogram lot. Only vehicles displaying blue Y parking permits are allowed to park in the lot bounded by buildings 18, 8, 4, 6 and 17.

Also, the Fairfield gate has been automated, and pedestrian traffic can no longer be accommodated through the gate.

January average prices for crediting S&SP accounts

GE Stock, $63.875; Mutual Fund, $34.069; U. S. Savings Bonds, 50% of face value; Long Term Fund, $11.144; Short Term Fund, $9.999; Holding Period Fund and Money Market Fund, $10.00.

The year-to-date annual income rates in January for the HP Fund were 9.1% for investments made in 1987, and 9.6% for 1988 investments. The year-to-date annual reinvestment income rate in January was 8.7% for the LT Fund, 8.9% for the Short Term Fund, and 8.7% for the Money Market Fund.

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GE News

Fort Wayne
Vol. 72, No. ~~14~~ 13
April 5, 1990

New benefit plan option for mental health, substance abuse treatment

INSIDE:

Broadway employees opt for early retirement. Photos on page 4.

Beginning April 9, GE employees and their families living in the Fort Wayne area will have a new option available when they need help for mental health or substance abuse problems.

By expanding its Employee Assistance Program and increasing the level of review and management of mental health or substance abuse cases, GE hopes to strengthen the support systems available to its employees, pensioners, and their families who are dealing with such problems.

First, the GE Employee Assistance Program (EAP) is being expanded to include family members. Available to GE employees since 1980 and provided by Park Center, this program has helped several hundred people through short term counseling or referral to community resources. The EAP program is available at no charge, and is completely confidential.

Second, a network of Preferred Providers has been developed by Metropolitan Clinics of Counseling (MCC) in conjunction with the GE EAP program. For employees and dependents who are treated by Network providers, there are a number of enhancements to make it easier to receive help. Specific benefits include:

- **Lower cost.** You pay $10 per visit for up to 30 outpatient visits in a 12-month period to participating providers.
- **No deductible.** Your full coverage for these services begins with your first visit.
- **No paperwork.** There are no claim forms to fill out, no pre-certification requirements for you to complete.
- **Flexibility.** If you decide not to use the Network, you still receive benefits coverage through GE's traditional plan.

Third, the utilization review firm handling pre-certification of mental health and substance abuse treatment has been changed. Beginning April 9, MCC will be responsible for authorizing all mental health care and substance abuse treatment provided by specialists and inpatient facilities that are

continued
see NEW PLAN, page 2

GE's "integrated diversity" highlighted in 1989 Annual Report

People sometimes don't know what to call GE because it is such a diversified company. Is it an electrical equipment manufacturer? Is it a conglomerate? What kind of company is it?

In their wide-ranging letter to shareowners, printed in the first six pages of GE's 1989 Annual Report, the three members of the Corporate Executive Office – Chairman Jack Welch, and Vice Chairmen Larry Bossidy and Ed Hood – give their thoughts on the type of company GE has become.

Yes, GE is called an electrical equipment manufacturer. "But that description ignores two-thirds of GE's earnings."

GE is not a conglomerate. "We're

continued
see ANNUAL REPORT, page 3

NEW PLAN, *from page 1*

not part of the Preferred Provider Network. The current utilization review firm, Intracorp, will continue to provide hospital review for all inpatient admissions other than for mental health care and substance abuse treatment. New employee identification cards reflecting these changes will be mailed to employees' homes in late April.

Why was this program developed?

Across the United States, companies including GE are concerned about the rapidly increasing cost of providing treatment for mental health and substance abuse illnesses. While many companies have responded to the problem by limiting or eliminating altogether the benefits which apply to these medical conditions, GE has taken a different approach. By continuing to provide coverage through the Comprehensive Medical Benefit Plan for medically necessary treatment while increasing the level of review and management of these cases, GE hopes to cut costs without shifting those costs to its employees.

Health care treatment for GE families in the Fort Wayne area remains a high cost for businesses located here, and this program has been designed to address these costs in two ways. First, participating providers have agreed to charge GE and GE people lower fees in return for an expected increase in business. This type of arrangement is called a Preferred Provider Organization (PPO), and is becoming increasingly popular across the U. S. Equally important to the cost containment objective is the fact that providers were selected because they provide high quality, cost effective care.

How do I participate?

There are two ways to get help and qualify for enhanced benefits. Whichever method you choose, your privacy and confidentiality are completely protected.

1) Call the GE Employee Assistance Program at extension 3671 within the plant or (219) 428-3671 outside of the plant.
2) Call MCC directly at 1-800-444-2294.

You are not required to use the Network for mental health care and substance abuse treatment. You can receive benefits coverage under the traditional GE Comprehensive Medical Benefit by following these steps:

1) Select a licensed psychiatrist or covered psychologist
2) Call MCC at 1-800-444-2294 to obtain pre-authorization for more than 3 office visits in a 12-month period, and for all hospital admissions.
3) You will be required to pay your annual deductible before GE's traditional plan pays for your outpatient care.
4) It is also necessary to submit claim forms in GE's traditional plan.

More information to come

You will be receiving more information on this optional benefit in your home mail later this week. Please read the information carefully. It details the plan and providers and includes how to qualify for the new program if you are in treatment now.

Briefs

GE Volunteer Fire Department party scheduled. *The party is scheduled for April 28, 1990, from 5-11 p.m. at the Southwest Conservation Club. In order to vote on the proposed update of the Constitution, you must show your Fireman's badge.*

Apprentice Alumni Membership Drive scheduled. *The GE Apprentice Alumni Association is conducting its annual membership drive.*
Any Apprentice School graduate not contacted by now should call or write Douglas Schaefer, 4407 Wilmette St., Fort Wayne, IN 46806, 744-1718 or ext. 2049.

The group's first event of the year will be a fish fry on April 24.

Some fire school classes filled. *The following sessions of this year's GE Volunteer Fire Department fire school have been filled:*
May 24
7:30 - 10:30 a.m., TS training room
May 25
7:30 - 10:30 A.M., TS training room
Other class times are still open. See the March 22 GE News for scheduled classes.

ANNUAL REPORT, *from page 1*

not a collection of stand-alone enterprises, and this label misses the very essence of what makes this company work so well."

Welch, Bossidy and Hood view GE as an "integrated, diversified company," which positions the corporation to uniquely take on the challenges of the 1990s.

Stems from '80s strategy

GE entered the 1980s with a widely diverse set of businesses and major product lines – as many as 350 – that were subjected to a strategic test. "Diversity, we felt, could only be a real strength if each business in this diverse company was number one or number two in its particular market. For those that were not, we had a very specific prescription – they were to be fixed, sold or closed."

In line with this strategy, these actions were taken during the 1980s:

- Businesses that made up to 25% of GE's 1980 sales were sold, including natural resources, consumer electronics, housewares, and scores of others that could not become number one or number two.
- GE invested $17 billion in acquisitions: NBC, as a free-standing business; the Aerospace business of RCA added to GE Aerospace; Borg-Warner Chemicals added to GE Plastics; Employers Reinsurance, Montgomery Ward Credit and Kidder, Peabody as well as many others added to GE Financial Services; CGR, the French medical company, added to GE Medical Systems; and Tungsram of Hungary added to GE Lighting – just to name a few.
- GE committed the research and development and plan equipment investment, and undertook initiatives necessary to keep current businesses in leading positions and ensure that they became global in scope and reach.
- To maximize the strength of GE's businesses and achieve integrated diversity, multiple layers of management and other superstructure were dismantled, the role of staff changed from checker and inquisitor to facilitator, helper and supporter of "the field."

Management system for the '90s

GE enters the 1990s with 13 businesses, each number one of number two in the global markets in which they compete, each with strong distribution networks, each in industries requiring enormous capital, technology, and human resources. All 13 businesses report directly to the three members of the Corporate Executive Office. Communications are improved "and not diluted by filters, briefers and rewriters."

A management system has been put into place "that integrates our diversity more simply, allows us to allocate resources more effectively than we ever believed possible and lets us move faster," said the corporate leaders.

"While our seemingly diverse businesses range from a television network to financial services to plastics to jet engines, the common thread of shared management issues – our integrated diversity – binds them together. All must deal with the urgency of globalization, the need for cultural change, the protection of the environment and the sudden opportunities in Eastern Europe, where, for example, the experience of a business like GE Lighting, which moved quickly into Hungary, is shared and leveraged across all the businesses."

GE people who have not yet done so will want to read the complete text of the letter to shareowners in the 1989 Annual Report. It provides a wealth of information on GE's accomplishments in the 1980s and the strategies for the 1990s.

50th anniversary party for Dick & Bemiece Graham. *An open house will be held at McCray Mansion Inn, 703 E. Mitchell, Kendallville, IN on Sat., April 7 from 6 p.m. to 10 p.m.*

Financial planning for retirement*. An informational seminar on retirement planning for GE employees is planned for mid-May. The program consists of how to plan for retirement, how to use GE employee benefits and new ideas for personal finance and investments. Seminars are Tues., May 15 from 1 p.m. to 3 p.m. and 7 p.m. to 9 p.m., and Thurs., May 17 from 7 p.m. to 9 p.m. All seminars held in the second floor auditorium of One Summit Square, Fort Wayne. Call 426-2222 weekdays from 8 a.m. to 4:30 p.m. for reservations.*

Ads

For Sale

Schipperke male pup*, 8wks, little guard dog, akc, 747-7007.*

Lot, 17' camper*, screen room, shed, etc., Indian Springs – $4,500, 357-5245.*

Small barn *– $50, 26" bike – $25, shotgun d/b – $150, 484-6735.*

'85 Lynx*, well maintained, great car – $2,100, 744-5642.*

King-sz waterbed*, A-1 cond – make offer, 486-7216 from 5:30pm - 9pm.*

10' long section electric baseboard *heater, like new – $80, 219-344-1441.*

'87 Ford Ranger*, 5spd, 29K mi, black, ex cond – $5,500, 219-483-5969.*

One GE 4000BTU room air cond*, 3yrs old, 747-5487.*

15' Fiberglass boat w/ trailer*, 40hp Mercury mtr, 623-3184.*

'81 Chevy Malibu Classic *– $1,200, 747-2994.*

Sony portable tv remote *control – $75/ offer, 745-5008.*

'82 Jamboree Motorhome, *23' AC, awnings, tow bar – $13,900, 484-3714.*

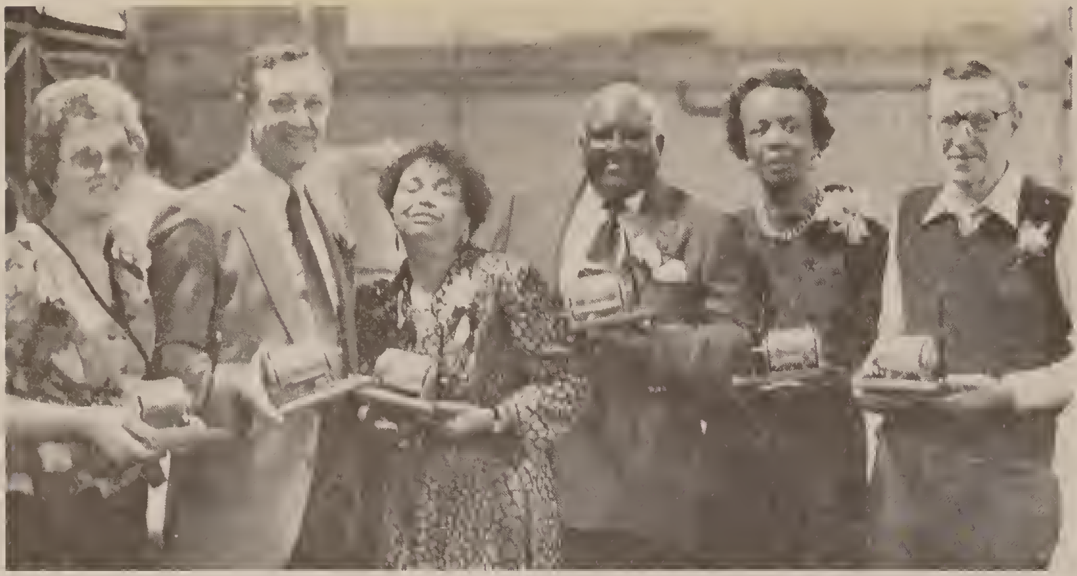
'85 Dodge Ram 250 pickup*, 4x4, 360 V-8, fiberglass top, 244-7785.*

For Rent

Adams Lakefront cottage*, weekly rentals, 219-854-4019 or 854-2667.*

Ride Wanted

Huntertown to TS, 1st shift, 219-637-5822.



Broadway employees opt for early retirement

It was some farewell party.

Co-workers, friends and family of six Broadway employees gathered this week in building 6-4 to celebrate. Jan Saylor, Inspector/Tester, J. R. Hillegas, Endshield Machining, Cora Craighead, Assembly, John Craighead, Shaft Grinder, Minnie Bryant, Repair Operator and Loren Dunlap, Lathe Operator, retired this week.

"There's a lot of friendship here and we're going to miss all of you, " said Carl Reinking, Production Coordinator. "You've all done a lot of good work for GE."

Saylor started with GE in 1964, Hillegas in 1962, Cora and John Craighead in 1960, Bryant in 1950 and Dunlap in 1951.

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Fort Wayne, IN 46803

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(For quickest response, please mail non-intracompany address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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GENERAL PERIODICALS
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GE News

Fort Wayne
Vol. 72, No. 17
April 26, 1990

Decisions, Decisions

Sooner or later, something will go wrong with your health that you cannot ignore and just wait for nature to take care of. It might be an injury, or perhaps the discovery of a potentially serious illness. Unless the condition is a genuine emergency, in which case you will have little if any choice about treatment, you will be faced with decisions.

No clear-cut answers

In today's world of miracle drugs, daily announcements of medical and surgical breakthroughs, and cures where none existed before, you might think the decision of what to do about your problem would be obvious. Actually, just the opposite is often the case.

Consider the following options to illustrate the choice you're faced with which might be available to you for treatment in a certain circumstance. Imagine that these are your choices:

- Surgery, which offers a seventy percent chance of a satisfactory outcome but also offers some risk and a good deal of expense, inconvenience and discomfort.
- A recently developed high-technology method touted as the modern answer to the problem but the method has a short track record because it has only recently emerged from the experimental stage.
- Treatment you have heard about by a specialist in another city, who reportedly has achieved striking results with a special method for this problem.
- A course of treatment, called "watchful waiting," which is based on controlling the symptoms while taking the time to evaluate the situation and see what conservative management and nature can do for you in the meantime.

Which to choose? Although the risks/ benefits will differ in each scenario, the options described above represent a common dilemma you may have already faced and may have to face again. There are no simple answers or even simple ways to find answers. Such matters would be a lot simpler if all the needed information were readily available, but it rarely is.

A great deal of help can come from having a good working relationship with a primary care doctor. Your doctor may have direct knowledge and experience in the area of concern or know how to get the necessary information. Your doctor can also help you in another crucial step, getting another opinion from an appropriate specialist.

When all is said and done, however, you will have to make the final decision based on choosing the option that seems to offer the best combination of risks and benefits. In general, the guidelines listed below can help you or a family member make these important decisions when the time comes to make a treatment choice. Cut them out and save them for future reference:

Deciding among treatment alternatives

When you have to make a choice between two or more treatment alternatives, keep these ideas in mind:

- In general, it is better to take the most conservative of the options.
- Be skeptical about rave reviews about recently developed treatments.
- Remember that the good features of "breakthroughs" are frequently found first; the bad features are not often discovered until later.
- If surgery can be postponed without jeopardizing its chance of success or making your condition worse, consider postponing it and trying a less drastic treatment option first.

Briefs

Some employees missing Quarter Century Club Cards?
It has come to the attention of some officers of the Quarter Century Club that some employees who have transferred into Fort Wayne have not been issued a Quarter Century Club Card membership. Anyone who has not, please contact Phyllis Penrose on ext. 5427.

Ads

For Sale

***A1 LTD like new**, '76, 8cyl, air, cruise, low mi – $3,000, 745-2863.*

***Ironing board** – $4, Leather luggage rack – $10, 432-4268.*

***Lot**, 18' camper, screen rm, shed & extras, Indian Springs – $45, 357-5245.*

***10' fishing boat**, 747-2271.*

***Yardman riding lawn** mower, 7hp, as is – $250, 484-9447.*

***Moving sale**, come look, 484-8775.*

***Male Eskimo dog**, 3yrs old, neutered – $25, 484-8867.*

***12x38 mobile home**, near Winter Haven, FL, patio & carport – $5,500/offer, 749-9372.*

***Peabody-Barnes** shallow well pump, excellent for lake cottage, 219-344-1441.*

***3-whl electric cart** for handicapped – $1,000, 482-9896.*

***'81 Olds Cutlass Supreme**, 231V6, 2dr, white, AT – $1,595/offer, 436-0809.*

***Atari system 7800**, 1yr old, plus 22 games, – $100 firm, 485-8982.*

***Close out rebuilt bikes**, variety of parts at one price, 447-2280.*

***Niagra vibrating table** – make offer, 432-3703.*

Wanted

***Chest** of drawers, 36"x, 48" h, 18" deep, 749-1369.*

***Portable sewing machine**, 747-2311.*

For Rent

***Apt**, unfurn, Thompson Av, 1br, +den, appl, basmt, lawn, no pets – $250, 489-3844.*

***SW apt**, 3rms, all utilities – $225/mo, 747-4066.*

Free

***Dbl cast iron sink** w/ faucets, good cond, 432-3896.*

Fire drills scheduled last week in May

Fire drills will be held for all of the Fort Wayne operations during Week 22. The drills are necessary to test the effectiveness of our Emergency Action Plan's provisions for evacuation. The Emergency Action Plan is required by the government's Occupational Safety and Health Administration (OSHA).

The times of the drills will not be announced, however, you should expect drills to be conducted in the following areas on these dates:

Taylor Street (incl. ACSD)	**Tuesday, May 29**
West Broadway (incl. STO, FWNB, Monogram Travel all west side Motors areas)	**Wednesday, May 30**
East Broadway Motors (incl Bldgs. 8, 11, 18)	**Thursday, May 31**

Drills will not be held in your areas except on these days and only once per shift. All three shifts are subject to a fire drill. Drills will not be held at a time that would conflict with a beginning or ending of normal production work shifts.

Personnel should be sure they are familiar with evacuation routes and safe evacuation procedures. Additionally, critical machine or equipment operators, whose absence from their machines would pose a safety or equipment failure risk, are exempt from participation in the drill. These people will be identified with a "critical operator" arm band. Safety coordinators or production management personnel should contact Ross Houser on ext. 2376 for these identifying arm bands and instruct these employees on the proper fire evacuation procedures individually.

Although drills will be postponed if raining at the time of the drill, people should listen to the weather forecast and dress appropriately for the drills.

February average prices for crediting S&SP accounts

Here are the average prices and annualized income rates used to credit accounts in the GE Savings & Security Program in February 1990.

Unit prices:

- GE stock – $61.849
- Mutual Fund – $33.237
- Long Term Fund – $11.009
- Short Term Fund – $9.990
- Holding Period Fund $10
- Money Market Fund – $10
- U. S. Savings Bonds – 50% of face value.

Year-to-date annual income rates:

- HP Fund – 9.0% for investments made in 1987; 9.6% for 1988 investments
- LT Fund – 8.7%
- Short Term Fund – 8.5%
- Money Market Fund – 8.6%

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

____

____

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________
Address ____________________ **City** ____________
Bldg. ______________ **Home Phone** ____________
Signature ____________________

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GENERAL PERIODICALS
NON-CIRCULATING

GE News

Fort Wayne
Vol. 72, No. 18
May 3, 1990

INSIDE:

Work rules help provide a safe, efficient work environment. See page 4.

Congratulations to two new FMP graduates! See page 3.

GE Health & Fitness Days scheduled. See page 3.

Be ready to pay a price when withdrawing from S&SP. See page 2.

GE Food Drive coming June 8

The annual GE Employee Food Drive for the Associated Churches Food Bank will be conducted on Friday, June 8. Employees are asked to donate non-perishable food items, personal supplies (such as deodorant or soap), or cash.

Those who make a cash contribution of $15 or more can have their gifts matched by the GE Foundation through its "More Gifts...More Givers" program. This year, you will not fill out a form to receive matching funds for your gift.

Instead, simply write a check (payable to the Associated Churches of Fort Wayne), and when you hand it in at the gate on the day of the Food Drive, you will be asked to sign a list and provide your social security number. This list will be sent to the GE Foundation Matching Gift Center. Employees may want to consider pooling their donations to equal at least $15, therefore qualifying for GE's matching grant.

Cash contributions are encouraged because the Associated Churches can buy items at discount rates – therefore, the giver is able to donate more for the money.

Fort Wayne employees held their first Food Drive in 1982, in response to the flood that swept the city in that year.

Last year, with help from the GE Foundation, employees gave $16,000 and 820 pounds of food and supplies.

The Associated Churches Food Bank provides groceries to area citizens who need them in emergency situations.

She was trained for such an occasion, yet when the time came, she froze...

Debbie Gardner was a cop. She had perfect grades at the police academy, she spent hundreds of hours in intensive physical training and supplemented that with martial arts training. But weeks before graduation, Gardner was assaulted while walking to her car by a man with a gun... and she froze.

While the event devastated Gardner, it also challenged her to search past the common self-defense techniques and uncover the true fundamentals to emotional and physical control that can really help someone in such a predicament.

Gardner will be at the GE Clubon May 17 at 7 p.m. to share her "street smart" techniques for protecting yourself in case of such attacks. Tickets are $5 in advance, $6 at the door. Contact Janice Spitler, ext. 3788, or Sheila DeWitt, ext. 3765 for tickets and information.

Gardner, who is author of the book Survive – Don't be a Victim, is also founder and executive director of the Survive Institute in Cincinnati. She travels extensively conducting workshops and seminars at conventions, corporations and college campuses.

Acknowledged by Crime Fight magazine as "America's number one female crime-fighter", Gardner and her no-nonsense approach to personal protection has been featured on the Sally Jesse Raphael Show, The Morning Show and in Vogue magazine.

Before withdrawing S&SP funds, understand the tax effect

ReadiLoan may be better way to tap your savings

If you are a participant in the Savings & Security Program and have been thinking about making an Annual Withdrawal of some of your savings, be sure you consider the tax impact before making your decision.

Part of the withdrawal will likely be subject to income taxes. And the taxable amount is subject to the 10% additional penalty tax that the federal tax law requires on such early withdrawals before age 59-1/2 from any qualified plan or Individual Retirement Account (IRA).

The tax applies whether you take your withdrawal in the form of cash or securities (GE Stock shares, Mutual Fund units, LT Fund units or U. S. Savings Bonds).

Information on the potential tax liability that can result from withdrawals has been included in several articles in this newsletter, but some people apparently have overlooked it and are now surprised to find they'll have to pay taxes on withdrawals of their S&SP investments.

Before making a withdrawal of your S&SP investments, be sure to check your GE Benefits Summary Plan Description and get familiar with the withdrawal provisions explained in detail there.

If you need funds from your S&SP account, you may find it more advantageous to use the program's ReadiLoan feature. There are no taxes or withdrawal penalties when you borrow from your account through ReadiLoan.

Tax rules complex

The government rules that apply to the taxation of an Annual Withdrawal are complex.

- Withdrawal of after-tax savings made prior to 1987, company matching payments, and related income will be taxable if the value exceeds your pre-1987 Unrecovered Investment.
- Withdrawals made from post-1986 after-tax contributions and income are partially taxable and partially tax-free, based on the ratio of your post-1986 Unrecovered Investment to your post-1986 employee contributions and related income
- Withdrawal of Vacation Banking savings will be fully taxable.

Under S&SP, the amount requested for an Annual Withdrawal in 1990 is first taken from 1987 savings and then from savings in 1986 and earlier years. Although this will always cause some taxable income, it usually results in lower taxes than using other years first. That's because most people in S&SP used up their pre-1987 Unrecovered Investment when they got tax-free holding-period distributions in the past.

Your post-1986 and pre-1987 Unrecovered Investments are shown on your 1989 S&SP Annual Statement which you recently received in April. Unrecovered Investment is the amount of after-tax contributions made to S&SP, less any amount previously received tax-free. It is the remaining amount which you will receive tax free in future payouts.

So don't forget! Before you make a withdrawal from your S&SP account, make sure you know the tax consequences. It may help you avoid having to pay money to Uncle Sam that you didn't expect to pay.

Briefs

The Spring Golf Scramble *is scheduled for June 9 at Fairview Golf Course. Entry forms are available from Jeff Coffee or your league manager.*

The GE Sales office, 2200 Lake Ave., Suite 225 has ***976 sq. ft. available office space*** *(incl. common area and storage space). Ready-nade office includes time sharing of secretary, copier and FAX equipment, office fumiture, storage space, Class A 3-room office unit. Contact Wayne Voltz, Dial Comm 335- 2366 or 317-298-5366 for details. Call Karen Gick, ext. 3158, or 219-428-3158 for an appointment to see the office.*

Congratulations new FMP graduates!

Cheri Scott

Diana Storey

Cheri Scott, Customer Service Accounting and Diana Storey, GETS General Accounting graduated this month from GE's Finance Management Program. They successfully completed the two-year program that teaches business and functional leadership. Students of the program take several courses in accounting, financial reporting, business planning and audit principles. The program concluded with a week-long graduation seminar at Lake Lanier, near Atlanta, Ga.

2nd Annual National Employee Health & Fitness Days coming this month

Mark your calendars now for the second annual National Employee Health and Fitness Days. Sponsored by GE and St. Joseph Medical Center, the 1989 event was attended by 502 employees. We're planning for even greater participation in 1990.

The 1990 event will once again include blood pressure and cholesterol screening. A new feature this year will be screening kits for colorectal cancer, which will be distributed at no charge. Also, there will be displays on a number of other health topics. Employees should plan to attend before or after their normal work hours.

Look for more information in next week's GE News.

	Wed., May 16	Thurs., May 17	Fri., May 19
Where:	Taylor Street Training Center	Taylor Street Training Center	GE Club
When:	6:00 to 9:00 a.m. 2:00 to 5:30 p.m.	6:00 to 9:00 a.m. 2:00 to 5:30 p.m.	6:00 a.m. to 5:30 p.m.
Who:	Taylor Street Employees	Taylor Street Employees	Broadway Employees Pensioners, Spouses

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

Check One:

- ☐ For Sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free
- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

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Name ____________________

Address ____________________ **City** ____________________

Bldg. ____________________ **Home Phone** ____________________

Signature ____________________

Ads

For Sale

***Lg oak buffet**, vanity, GE gas dryer, ext ladder 32', 432-2891.*

***New 195X75R14 tire** on rim, never used, 747-5487 after 4pm.*

***Mobile home on lot** 14x70, tub/shower, picture windows, 744-6615 or 639-6061.*

***'85 Kawasaki Eliminator** ZL900, ex cond, 4K mi, must sell, 744-1122.*

***Waist trimmer**, slant board exerciser – $20, 432-2647.*

***Twin-sz mattress & box** springs, ex cond, 432-0166.*

***'79 Buick Electra**, runs good – $1,200, 744-0066.*

***'77 Ranger**, 115HP Merc, PT/PT, Brute 41lb, many extras, 749-4871.*

***Refrigerator**, runs good, looks bad, good for beer, bait & ice – $15, 749-0159.*

***24" Majic Chef gas stove** & hood – $120, 485-4790.*

GE Work Rules help provide safe and efficient work environment

Work Rules are designed for the safety and well-being of employees and for the efficient operation of the business. The following list is intended to be illustrative of the proper and improper standards of conduct for which employees subject themselves to disciplinary action, up to and including discharge.

Misdemeanor and negligence examples

- All unexcused absence and tardiness as stipulated under the Fort Wayne Absenteeism Control Procedure
- Inefficiency and/or poor workmanship
- Loafing on the job and similar abuse of Company time including early quits and clock card line-up
- Use of abusive, obscene, and/or threatening language
- Violation of safety rules, such as failing to wear safety glasses and/or acceptable footwear when and where required
- Infraction of shop rules, such as operating equipment without authority
- Leaving assigned job or work area without permission of supervisor, except in obvious emergency

DISCIPLINE: In general, verbal warning plus progressive written warning notices will be issued before disciplinary action in the form of time off and discharge is administered.

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Serious work rule violation examples

- Horseplay
- Flagrant violation of safety rules
- Gross carelessness resulting in spoiled work or damaged equipment
- Reporting to work under the influence of liquor or drugs
- Flagrant loafing or abuse of time, such as sleeping on the job
- Failure to return from lunch, or leaving the plant without permission of supervisor

DISCIPLINE: First offense – written warning notice plus possible disciplinary time off
Second offense – written warning notice plus possible discharge

Potential immediate discharge examples

- Theft of Company or other employees' property
- Carrying liquor or drugs into the plant, having liquor or drugs in one's possession or consuming liquor or drugs while at work
- Willful or flagrant destruction of Company property
- Immoral or disorderly behavior on Company premises
- Fighting on Company property
- Willful insubordination, such as refusing to perform a job when directed to do so by the supervisor
- Possession of weapons on Company property
- Falsification of clock cards and records, including being out of the plant while clocked in or punching the time card of another employee

Probationary employees

Probationary employees (those with less than six months of service) may be disciplined or discharged without following the steps of the above procedure.

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GENERAL PERIODICALS
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GE News

Fort Wayne
Vol. 72, No. 19
May 10, 1990

INSIDE:

Questions and answers on the Personal Share Statement which is scheduled to be distributed this month. See page 2.

Plant Protection taking over badging and parking permit responsibilities. See page 3.

GE earnings per share up 13% in first quarter; operating margin strong

GE's earnings per share for the first quarter of 1990 were $1.06, up 13% from $0.94 in the first quarter of 1989. Net earnings were $950 million, up $101 million, or 12% from $849 million for the first quarter of 1989.

For GE Motors, first quarter operating results were disappointing due to soft orders, particularly in the heating and air conditioning segment of the marketplace. First quarter sales were $14 million below plan and net income for the first quarter was $7 million for the Component Motor Business, about $4 million short of our target.

Company-wide, consolidated revenues were $12.6 billion in 1990's first quarter, an increase of 6% from $11.9 billion for the comparable 1989 period.

"The continuation of double-digit earnings growth into a fourth year reflects solid operating margin improvement from continued productivity gains," said GE Chairman Jack Welch. "Operating margin on sales of goods and services was 11.8% for the first quarter of 1990. This was a record first quarter and was more than one full point above last year's 10.7%."

Earnings improvements were particularly strong in GE Capital, Power Systems and Aircraft Engines. Other strong

Continued
*See **1990 EARNINGS**, page 4*

GE Motors

TEAM POWER
Update

We have two weeks left of the 12-week Idea Generation Phase to submit cost reduction and revenue generation ideas. Week 10 results include $11,810,377 of approved ideas and $3,806,473 implemented.

Some teams need to return additional information forms and expedite testing of their ideas. These ideas combined with those to be evaluated by Idea Action Committees (IAC's), total $52,657,550 of pending ideas.

Implementation managers must strive to accomplish implementation by their target dates.

Between May 9 and May 22, 1990, the Team Power idea teams will be allowed to submit quality and/or customer satisfaction ideas. Please contact your team leader, team coordinator or site coordinator with any questions.

Although Idea Generation ends on May 22, 1990, the team at each site that has the highest total dollar value of approved ideas as of August 31, 1990 will be named a Top Team and earn the Run Through the Warehouse. The site must achieve its approved savings/revenue goal in order to qualify and a team must have approved ideas worth at least $60,000.

There is still plenty of time to qualify, so keep those ideas coming.

Questions & Answers

About your Personal Share Statement

Editor's Note: *The following is the first of several articles discussing your Personal Share Statement scheduled to be mailed later this month. In this article, the GE News provides answers to some commonly posed questions about the Savings & Security Program.*

Q: Can I withdraw my S&SP savings at any time I wish?

You can make one "Annual Withdrawal" each year, for any reason, from your after-tax savings, company contributions, vacation banking and earnings which have been in your S&SP account for at least two full calendar years. A special rule for withdrawing 1988 savings is described in the Summary Plan Description.

You can also withdraw – at any time – your regular after-tax savings for certain qualified reasons – such as serious personal or family emergencies, purchase of a primary residence, educational expenses and layoff. In some cases, you can also withdraw the company matching payments and income.

A portion of any withdrawal from S&SP – the Annual Withdrawal, as well as qualified withdrawals – will likely be subject to income taxes. And, if you are less than age 59-1/2, the taxable amount is subject to the 10% penalty tax that the federal tax law requires on such "early withdrawals" from any qualified plan or Individual Retirement Account.

Q: Can I make withdrawals from my Deferred Pay Account (DPA) Savings?

Yes, but there are restrictions and tax penalties for the withdrawal of Deferred Pay pretax savings. Tax rules permit you to withdraw savings from your DPA for an "immediate and heavy financial need," such as college expenses, purchase of your home, purchase or repair of an automobile needed to get you or your spouse to work, and funeral expenses. A withdrawal of DPA savings is fully taxable and is general subject to an additional 10% tax if taken before age 59-1/2. Income earned on Deferred Pay after 1988 cannot be withdrawn.

Q: How much am I able to save in S&SP's DPA?

The amount of money that can be put into 401(k) plans like the DPA is determined each year by the Internal Revenue Service. In 1990, the maximum amount that an individual can put into a DPA is $7,979.

Q: Do I receive the full 50-cents-per-dollar company matching payment as soon as my contributions are credited to my S&SP account?

Yes. This money is added to your S&SP account and is used to purchase the investment you elect. The investments purchased with company matching payments are shown in your Personal Share Statement.

Q: How can I find out how much is available for me to borrow through the S&SP ReadiLoan Program?

Just call toll-free 1-800-432-4313 any day between 6 a.m. and midnight Eastern time. The conversant system will ask you to punch in some numbers on the phone. If you are not using a touch-tone phone, you should call between 9 a.m. and 5 p.m. Eastern time, Monday through Friday. Your call will be taken by a GE loan specialist rather than the talking computer.

Q: If I were to leave GE, could I continue to make contributions to my S&SP account?

No. You can leave your investments in your S&SP account for future distribution. However, distributions must begin no later than March 1 of the year following the year in which you reach age 70-1/2. When you take the distribution, you can receive it in either a lump sum or in annual installments.

Q: Will I receive interest and dividend income on my savings in the Plan after I leave GE?

Yes. You will receive the same interest and dividend rates as an active employee.

continued on next page

Fire School registration reminder

The following sessions for this year's GE Volunteer Fire Department Fire School are still open. You must register for classes by May 17.

May 21, 3:30 - 6:30 p.m.,
Brdwy 8-1 Fire Station

May 22, 7:30 - 10:30 a.m.,
noon - 3 p.m., both at
Brdwy 8-1 Fire Station

May 24, 3:30 - 10:30 a.m.,
New TS Training Rm

May 25, noon - 3:30 p.m.,
New TS Training Rm

Plant Protection now handling badges, parking permits

All employees to get new ID badges

Effective this week, Plant Protection has been given the added responsibility of issuing all employee identification badges and all employee parking permits.

Requests for parking permits should now be directed to ext. 3322, or in writing to "ID Badging and Permit" office, Bldg. 8-1 located next to the 8-1 Fire Station. This is the office on the northwest edge of Bldg. 8 and not the 8-1 Security Office next to the mail room.

No changes are scheduled concerning the criteria for obtaining a parking permit. the $2 replacement fee for lost permits remains the same for all permits except the yellow rectangle, for which there is no replacement fee.

In addition, Plant Protection will be issuing badges for the new time and attendance program being developed for GE Motors. All employees and contractors will be given new identification badges as part of the new program.

Plant Protection will be issuing the new badges beginning at Taylor Street during week 19. Once this re-badging is completed, badges for new hires or for replacement badges will be done at the new ID Badging and Parking Permits office in Bldg. 8-1. Replacement badges cost $2. Employees should call ext. 3322 for additional information.

PERSONAL SHARE STATEMENTS, *from previous page*

Q: How can I keep track of what my S&SP investments are worth from time to time?

Current prices for most of the S&SP investments can be found in the financial pages of most newspapers. The closing price of GE Stock shares is listed under the New York Stock Exchange issues; prices for the Long Term Fund and Mutual Fund are listed in the mutual fund section under "General Elec. Inv." The Money Market Fund and HP Fund maintain a constant unit value of $10.

Current interst rates and prices for GE Stock, Long Term Fund, Short Term Fund, Mutual Fund, and Money Market Fund are also available by calling Dial Comm 8*228-4103.

Q: How are the investment values of the S&SP investments shown on my Personal Share Statement computed?

Except for U. S. Savings Bonds, which are shown in redemption-value dollars, all other securities are shown in units or shares. The investment value as of Dec. 31, 1989 is calculated by multiplying the number of units or shares by the Dec. 31, 1989 unit or share price shown at the bottom of the columns.

Q: What denomination U. S. Savings Bonds can I purchase through S&SP?

All U. S. Savings Bonds purchased under S&SP since Jan. 1, 1980 are $100 bonds.

Q: If I die while still a GE employee, what happens to the money, stock, bonds, etc., in my account?

It goes to the beneficiary you have designated under this plan.

Q: I'm not sure I can afford to leave my S&SP savings in the program until I retire. With the 10% additional tax on taxable portion of pre-retirement withdrawals, does it make sense for me to stay in S&SP?

The 50% company matching payment and the tax-sheltered growth you can get on your investments in the plan still make S&SP an attractive place to save. These advantages more than offset the tax on pre-retirement payouts.

Ads

For Sale

Scuba diving *equipment, ex cond, 486-7216 5:30 - 9 pm.*

Garage sale, *crafts, fishing, jewelry, cloths, misc, in May, 625-4897.*

'87 Ford Ranger, *29K mi, blk, 5spd, ex cond, 219-483-5969.*

'87 Volkswagon Golf GL, *low mi, 2dr, gold – $6,500, 485-9299.*

Kenmore chest freezer, *6 cubic ft, 4yrs old – $100, 493-4754.*

15K BTU rm air cond *w/ special features – $195, 672-8219.*

'81 Chevy Malibu Classic, *64K mi, 747-2994.*

'73 Z-28, *new motor, tires & battery – $1,200 firm, 447-4072 after 5pm.*

Sofa, *4-seat, like new – $175, men's 3spd bike – $25, 745-4118.*

'83 Ply Reliant, *ex cond, runs good, 2dr, 4cyl, air – $1,500, 749-8697.*

'86 Escort GT, *blk/gry, 5spd, air 33K, well maint, 749-2594.*

'79 1/2-ton, 4spd, Silverado *truck Blade, 1-owner – $6,200, 747-7504.*

Sears lawn mower, *runs good – $40, 485-6787.*

Ladies' bowling ball & bag, *13#, 5-finger holes – $15, 747-4025.*

3 maple end tables & 1 coffee table *– $150, 672-8732 after 6 pm.*

Set of 4 American racing chrome wheels *w/ 4 Michelin wh letter sport EX-P tires 205/70, 14-in, like new, 432-7927.*

3br, 2bath, pole barn *on 1.8 acres in Whitley Co, 248-2524.*

'76 Merc Wgn, *new tires, 400 V8, runs good – $300, 485-3215.*

Golf clubs, *5 iron, 2 wood – $25, 745-7625.*

more Ads on next page

Ads *continued*

For Sale

Tappan gas stove – $100, 547-4661 after 4pm.

Red worms – $2/hundred, 424-8351.

Wanted

Dehumidifier, good cond, 432-3836 after 5pm.

Lionel & American Flyer and Marks trains, any cond, 219-724-8011 after 5pm.

For Rent

Apt, furnished, Thompson Ave, 1br + den, appl, basmt, adults, no pets – $250/mo, 489-3844.

2 apts close to GE, 745-3613.

1990 EARNINGS, from page 1

contributions to the higher earnings for the quarter came from Lighting, Medical Systems, Electrical Distribution and Control, and Transportation Systems.

Incoming order trends in the first quarter of 1990 generally continued the pattern that developed in 1989, with substantial strength in bookings for longer-cycle businesses. New orders for Power Generation were up 60% from last year's first quarter, and Medical Systems equipment orders ran 25% ahead of a year ago. Aircraft Engines total backlog, including options, was at the $35 billion level, following significant new orders from Lufthansa and Aeroflot, the Soviet National Airline.

Incoming order rates for short-cycle markets, while relatively flat for the quarter, turned up in March. The company's growing global presence was apparent, particularly in Plastics where strong March orders in Europe and Asia more than offset softness in domestic markets.

"The recent trend in short-cycle orders, continued strength in longer-cycle businesses, and improved operating margins from company-wide productivity gains give us confidence that 1990 will be another excellent year," said Welch.

As noted earlier, growth in earnings per share outpaced growth in net earnings as GE's $10 billion share repurchase program began to have an impact. Under the program, the company reacquired 11.6 million shares at a cost of $728 million during the first quarter, bringing the total shares acquired to 15.3 million at a cost of $963 million since inception of the program in November 1989.

SportsTalk

Wrigley Field tops in early rounds

Softball Results from 5/2/90

Wrigley Field 5, Stein Hoggs 4
Tom Cats 9, Brother's Screen 7
Stein Hoggs 13, Thirsty Horde 9
Wrigley Field 14, Tom Cats 1
Thirsty Horde 15, Bombers 4
Stein Warriors 17, Blackhawks 4

Softball Season Standings

Wrigley Field 2-0-0, Stein Warriors 1-0-0, Stein Hoggs 1-1-0, Thirsty Horde 1-1-0, Tom Cats 1-1-0, Brother's Screen 0-1-0, Black Hawks 0-1-0, Bombers 0-1-0.

AML wins season play, but spiked by Aircraft #2 in Championship Tournament

Men's Power Volleyball Regular Season Final

1st: AML 14-2, 2nd: Aircraft #2 13-3, 3rd: Net Warriors 12-4, 4th: Better Netters 12-4, 5th: Slammers, 6th: Dead Morons, 7th: Aircraft #3, 8th: High Thrust, 9th: Marketing.

Championship Tournament Results

Aircraft #2, captained by Bill Copeland, defeated Gary LaRue's AML 15-12 and 15-13 in the final game to win the tournament. Better Netters, captained by Bill Freiburger, captured 3rd place, while Scott Pazdell's Net Warriors finished fourth.

Scramblers lead West Broadway League

Golf Team Standings 5/2/90 top to bottom

Scramblers 5 pts., GEMS 3, Flying Divots 2, Putters 0.

Low Scores

Larry Phillips 40, Russ McClure 41

Birdies

Gary Pickett, Mel Guillaume

Low Net

Russ McClure

Golf Scramble scheduled in June

The GE Spring Golf Scramble will be held at the Fairview Golf Scramble on June 9. Entry forms are available from Jeff Coffee or your league manager.

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GE News

Fort Wayne
Vol. 72, No. 20
May 17, 1990

INSIDE:

Questions and Answers about your Personal Share Statements. See pages 2, 3.

Workers, Union, Managers team up to shut door on competitors

"We are committed to increasing our business opportunities."

That was the overwhelming decision by workers, union leaders and managers at a recent meeting held at IUE headquarters.

Here's the scenario that GE Motors faced earlier this year.

Broadway's DC Battery Truck line was at capacity making motors for golf cars and lift trucks. A strong golf car market created a situation where without additional capacity, GEM would not be able to serve all its existing customers thereby risking loss of business. Compounding the problem, competitor Prestolite filed for bankruptcy, opening doors for competitors who had sufficient capacity to pick up that business. Only by increasing its capacity could GEM continue to provide good service to its existing customers and pick up extra business from former Prestolite customers.

An impossible job? So it seemed.

See TEAM, page 4

Several members of Broadway's DC Battery Truck team pose above. Pictured are only a few of the more than 150 employees who participated in a meeting held in IUE's auditorium to decide whether to go after additional business opportunities following competitor Prestolite's demise earlier this year.

Volunteers needed to help plan GE Motors picnic

GE Motors – Fort Wayne is planning an all-employee picnic this year, a first ever for the consolidated motor business. The picnic is scheduled for Saturday, Sept. 29 at the War Memorial Coliseum.

Volunteers are needed to serve on the picnic's Planning Committee. The Planning Committee will be responsible for organizing the event, including coordinating volunteers to serve on various other committees.

If you are interested, fill in this coupon and send to Joe Barranco, Building 18-5. Look for further picnic details in future editions of the GE News.

Name ______________________________

Location ______________ *Shift* __________ *Phone* ______________

Questions & Answers

About your Personal Share Statement

Editor's Note: *The following is the second of several articles discussing your Personal Share Statement scheduled to be mailed this month.*

Medical and Dental

Q: How long may I continue to cover my children under GE Comprehensive Medical Benefits?

You can continue to cover your unmarried children until they reach age 19, or age 23 if they are not employed full time and are principally dependent on you for support. Coverage will be extended beyond age 23 if at that birthdate your child is a full time student or incapable of self-sustaining employment due to mental illness, retardation or physical handicap. (See the Employee Benefits Summary Plan Description for complete details.)

Q: I'm thinking of switching to an HMO (Health Maintenance Organization) for my medical care. How would this affect my medical benefits coverage?

HMO's offer an alternative form of medical benefits that you may want to consider.

If you elect to participate in an HMO that is available to you, you and your family would no longer be eligible for coverage under the GE Comprehensive Medical Benefits Plan. However, GE would pay a portion of the cost of your HMO coverage. You would pay the balance, if any, of the HMO's premium.

The company's contribution rate payable to HMO's is announced each year. You would pay through regular payroll deductions the difference, if any, between the company payment and the HMO premium if the HMO premium is higher.

Q: Is the eligibility for dependent coverage under the Dental Assistance Plan the same as the eligibility for medical benefits under the GE Comprehensive Medical Benefits Plan?

No. While GE Comprehensive Medical Benefits coverage starts immediately upon employment, the employee must have one or more years' continuous service in order to be eligible for either employee or dependent coverage under the Dental Assistance Plan.

Disability Benefits

Q: My statement says I have 26 weeks of protection under Short Term Disability Benefits. Is it possible to have longer than 26 weeks of disability income protection?

Under the GE Life, Disability and Medical Benefits Plan, 26 weeks is the maximum period of income protection under Short Term Disability Benefits. However, you have the option to extend your disability income protection by enrolling in the Long Term Disability Income Plan which begins paying benefits when your Short Term Disability Benefits have been used up.

Q: The statement doesn't tell me how much I'll receive if I should need to use my Long Term Disability Income coverage. Can this be estimated?

LTDI benefits depend upon several factors, such as the length of your disability and how much income you receive from other specified sources which provide income during a disability. These specified sources include a GE disability pension, primary Social Security benefits and Workers' Compensation.

The plan insures that the combined benefits from these sources will be at least

Final Week of Team Power Idea Generation!

Please submit all your ideas now. The last day new ideas will be accepted is Tuesday, May 22.

50% of your monthly pay. Under the LTDI Plan, a benefit of at least $100 a month is paid.

Q: I haven't joined the Long Term Disability Income Plan. Can I still get into this? How much would it cost me?

If you wait more than 31 days from your date of hire, you must provide proof of good health that is satisfactory to the insurance company. In such cases, coverage will be effective on the date your enrollment is approved by the insurance company if you are actively at work – otherwise, on the date you return to active work following approval by the insurance company.

Hourly employees with less than 14 years of pension qualification service pay 0.9% of normal straight-time weekly earnings, while those with 14 or more years of pension qualification service pay $4.50 per week. For the Long Term Disability Income Plan for salaried employees, the current rate is $1.15 per month for each $100 of monthly benefits. The schedule of benefits varies with pay and service.

Q: What are Disability Pension benefits?

If you should become permanently inpacitated for GE employment while in the service of GE and if you have 15 or more years of pension qualification service, you may qualify to retire from GE with a disability pension. The amount of your pension will be determined by the GE Pension Plan's provision for disability retirement benefits.

Life Insurance

Q: I'm considering enrolling for Dependent Life Insurance. I have three children. What would it cost me? Would each child have to have a medical examination?

Your cost would not be affected by the number of children.

If you've waited more than 31 days after becoming eligible or first acquiring an eligible dependent, you must provide the insurance company with proof of each dependent's good health. Based on the insurance company's review of the application for each dependent, they may accept the dependent for coverage or may require a medical examination.

Q: Is it possible to increase my Dependent Life Insurance coverage?

Yes, if you're not already at the plan's maximum of $15,000 for spouse coverage and $3,000 for dependent coverage.

Q: The Personal Share Statement shows the estimated lump-sum total payout value of my S&SP life insurance. Can my beneficiary have benefits paid this way, rather than in monthly installments?

Yes.

Ads

For Sale

***'79 Regal Buick**, gd cond, runs gd, burgundy – $1,250, 745-2873 afternoons.*

***Coachman travel trailer** w/ air, 424-8887.*

***Pr green/beige drapes**, approx 82" x 90" w/rod – $50, 456-4218.*

***14" radial tires**, new – $125, GE port dishwasher, used 1yr – $200, 447-6445.*

***Lot, 18' camper**, screen rm, shed & extras, Indian Springs, 357-5245.*

***Garage sale**, crafts, fishing, jewelry, misc, May 10-13, 17-20 8-6pm, 625-4897.*

***'82 Kawasaki Spectre**, 1100LTD, 2K mi, mint cond, many extras, 447-2257.*

***4 Winns Candia 17' Deck boat**, 115HP mtr, trailer, low hrs, mooring cover – $5,650.*

***'85 Z28 Camaro**, ex cond, low mi, all power except windows, auto, 483-2098.*

***Trailer hitch**, never used, 623-3184.*

***Answering machine**, NW Bell, remote, counter, memo, toll saver, call monitor, 1yr old – $25, 424-7506.*

***New 68qt ice chest**, Igloo, 424-8691.*

***'67 Tempest**, new paint, rebuilt engine, must see to appreciate, 747-7048.*

***'85 Mercury Topaz GS** 4dr – $3,600, 428-3156.*

***Garage sale 5/18 - 5/19**, many girls' clothes sz4-8, 7610 Tanbark Ln, 485-2010.*

For Rent

***SW 2br**, all utilities, no pets, lease – $275/mo, 747-4066.*

***Apt**, unfurnished, Thompson Av, 1br + den, appl, basmt, lawn, no pets – $250/mo, 489-3844.*

***Lakefront cottage**, Adams Lake, 219-854-4019 or 854-2667.*

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

____

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Check One:

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☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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Name ____________________
Address ______________ **City** ________
Bldg. ________ **Home Phone** ________
Signature ______________

SportsTalk

Wileys dominate table tennis

Trophies awarded April 24. Winning team for regular season: Govind Vanjani and Linda Wiley. Singles Toumament winner: Greg Wiley. Doubles Toumament winner: Karl Kuzeff and Greg Wiley.

Golf Scramble scheduled in June

The GE Spring Golf Scramble will be held at the Fairview Golf Course on June 9. Entry forms are available from Jeff Coffee or your league manager.

Scramblers hold lead

W. Broadway Golf Team standings 5/9/90 top to bottom: Scramblers 9.5, Flying Divots 6, GEMS 3.5, Putters 1. Low scores: Gary Pickett 41, Jerry Gottschalk & Larry Phillips 42, Dave Reas 43. Low Net: Dave Reas 35.

TEAM, *from page 1*

But workers said they can do it. And since workers, union leaders and managers made that commitment more than two months ago, they've increased Broadway's DC Battery Truck line production rate by 15 percent – not an easy accomplishment.

"The people committed to go after the extra business, and they've stuck with it and have done a good job," said Jim Daughtry, IUE Local 901 Business Agent.

According to Ron Fee, IUE Griever, "No one wants to see GE be successful more than the people on the floor... The people have made a 120% commitment. They're making progress, and that's what's important."

Ron Kroemer, Manager – Broadway operations, says the people's teamwork and commitment to solving the capacity problems on the DC Battery Truck line makes this situation one of the success stories of the year. "They've done a great job of working together to get the added business while serving our existing customers. By increasing our capacity, we protect our market share and keep competitors from getting their foot in the door."

Here's what Broadway's DC Battery Truck workers say about their decision to increase business by increasing their production rate

"I made the commitment to go after the extra business because it helps assure us of our jobs."

Maryetta Parker

"We felt we could do it. Our team is strong together. We work well together. If they can get the work to us, we can do it. It was also really great that the managers and union leaders let us help make the decision (on whether or not to go after the extra business). I hope they involve us more in the future... because problems don't get solved in management. We felt we could do it, but we had to have cooperation all the way around to get it done."

Pat Ratcliff

"I thought it would make us more competitive, give us more jobs."

Gary Bowersock

"If we can improve the condition of the coils, we can expect things to go in the right direction."

Gwen McMillen

"It was a good time to pick up more business, and I don't ever want to say we can't do something when I know we can. Also, we had to go after the additional business because once the orders go elsewhere and get settled in with a competitor, it'll be hard for us to get them back."

Nancy Stiverson

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GE News

Fort Wayne
Vol. 72, No. 21
May 24, 1990

Food Banks running low; GE's chance to give is June 8

The Food Banks are running low on food.

"Right now,, we're less than a week away from an empty warehouse," said Rev. Vernon Graham, Executive Director of the Associated Churches of Fort Wayne and Allen County.

And so many people depend on the Food Banks for survival.

"Food Banks are important to the entire community," said Graham. "With increasing unemployment rates, factories laying off workers, and underemployed workers in the service industries who can't feed families on $4 to $5 hourly wage, there are more people coming to the Food Banks for help."

20,000 people were fed a total 275,000 meals throughout 1989 by Allen County's 22 food banks. Most Food Bank clients just need to get through a short rough spot in their lives. Graham said the Food Banks get 30% new clients each month.

*see **FOOD BANKS**, page 2*

Congratulations to our newest Manufacturing Leadership Curriculum (MLC) graduates!

Front: Jeff Wilson, ACSD Plant Manager, Jay Boester, Bob Jehl, Kara Mrozek, Anne Marie Martersteck. Back: Jon Brumbaugh, Laura McDonel, Rob Miller, Beb Melvin, Marc McMahon, Ron Speagle Jr., Steve O'Brien, Vice President – GE Motors.

SportsTalk

16th Annual Hawgbuster Results

A total 15 teams entered with 13 teams showing on a cold rainy Saturday morning at Lake James. Tom Emerson and Charles Blair captured 1st with a total catch of 10 1/2 lbs. Emerson also caught the largest bass, weighing 4 lbs. 2nd place went to George Sutton and Jim Rowley with a total catch of 6 3/4 lbs. 3rd was taken by Dave Winters and Jim Wagner with a catch of 5 lbs. 13 oz.

Scramblers easy on top

Team standings as of 5/16: Scramblers 12.5, Flying Divots 8, GEMS 7.5, Putters 2. Low scores: Larry Phillips 42, Ron Fields 42, Eben Cobb 43. Birdie by Fields, par 5 #15. Low net by Ron Fields – 34, 2 below average.

GE Spring Golf Scramble

At Fairview Golf Course, June 9. Get entry forms from Jeff Coffee or your league manager.

Employees check up on their health

Having blood drawn is not such a bad ordeal, as one Transformer employee (on left) shows. She had blood drawn from her arm for cholesterol screening during last week's National Health & Fitness Days held at the GE Club.

Employees checked their blood pressure and cholesterol levels. Also, screening kits for colorectal cancer were distributed at no charge.

The event was sponsored by GE and St. Joseph Medical Center.

***Food Banks**, from page 1*

On June 8, GE employees have a chance to replenish the Food Banks' coffers. Employees will be at the gates collecting food and money for the Food Banks. GE – Fort Wayne began their annual Food Drive in 1982, in response to flooding in that year.

Money is especially important to give because the Associated Churches can buy their food at wholesale prices.

"Not one cent of your contribution goes toward overhead costs, which are paid by Community Development Block Grant money," said Graham. "With GE's matching grant and the Associated Church's buying power, you've nearly tripled the value of your contribution."

To get your minimum $15 gift matched by the GE Foundation, simply sign your name and provide your social security number when you hand your money in at the gate on June 8. If you're mailing a check in, provide your social security number on your check to ensure you get your gift matched.

"GE has provided the best model of cooperation between managers and workers to help provide this community service," said Graham. "A thank you from me to GE, and We're hoping that June 8 will be another success. "

Fire Drill reminder

Fire drills will be held for all of Fort Wayne operations next week (week 22). The times of the drills will not be announced, however, you should expect drills to be conducted in the following areas on these dates: Taylor Street (incl. ACSD) on Tues., May 29; W. Broadway (incl. STO, FWNB, Monogram Travel and all west side Motors areas) on Wed., May 30; E. Broadway Motors on Thurs., May 31.

Company follows formal procedure in cases where absences are excessive

The Non-Disciplinary Termination Procedure is not an easy subject to discuss.

As the name implies, it is a procedure whereby employees may be terminated if their work history indicates they have been unable to attend work on a regular basis over a long period of time due to personal illness.

Imagine if we have an employee who regularly misses three out of 12 months, year after year due to personal illness. It's clear that this employee is not suited to perform the kind of work we have at GE where regular attendance is expected and required.

Fortunately, this procedure isn't employed very often because most employees are able to attend work on a regular basis.

Of course, GE recognizes that there will be some cases of personal illness that require employees to take time off. when occasional illness occurs, employees should take advantage of GE insurance plans to the extent needed, get well, and return to work.

The Non-Disciplinary Termination Procedure applies only to chronic situations where people have a long history of personal illness problems.

Because of the importance and sensitivity of the issue, GE carefully considers the employee's record over a long period of time, including the number and duration of absences and the nature of the illness. Therefore, an individual who simply had a recent concentration of personal illness would not be affected by the procedure.

The Non-Disciplinary Termination Procedure is based on the company's right to expect reasonably regular work attendance by employees. While the disciplinary rules and procedures apply to unexcused absences, the non-disciplinary procedures apply to excessive absences generally beyond the employee's control.

All employees reviewed

Under this procedure, all employees' attendance records are reviewed periodically. Those employees with absence histories approaching 25% absenteeism or more over the past two consecutive years are evaluated further for action under this procedure.

When evaluating an employee under the provisions of the Non-Disciplinary Termination Procedure, a review of his or her attendance history is made to determine reasonable expectations for future attendance. This evaluation will include, but is not limited to, the following:

- notification to the union of potential non-disciplinary action
- Opportunity for the employee and the union to submit relevant information regarding future attendance
- encouragement of the employee to take any actions which would enable attainment of a reasonable attendance record

see ABSENCES, page 4

Ads

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Check One:

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☐ Wanted
☐ For Rent
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☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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Name ____________________

Address ____________________ **City** ____________________

Bldg. ____________________ **Home Phone** ____________________

Signature ____________________

Ads

For Sale

***20" bike**, foldup bicycle, like new – $75, 744-2525.*

***British lady dresses**, like new, sz 22 1/2, 747-4313.*

***'85 Z-28 Camaro**, ex cond, low mi, all power ex. windows, auto, 483-2098.*

***Lot,** 18' camper, screen rm, shed & extras – $4,500, Indiana Springs, 357-5245.*

***Schwinn bikes**, girls 3sp 26" & boys 10sp 24" – $25/ea., 672-8327.*

***Couch/chair set**, good cond – $150, 436-2598.*

***Antique oak buffet** – $300, sofa/sleepter – $75, 672-3954.*

***Sears 18' drop fertilizer spreader**, 432-2647.*

***Toro riding lawn mower** 5hp, manual start – $250, 483-1489.*

***Antique hand grain planter**, corn sheller & beam drill, 622-4640.*

*One ea. 24" wide and 30" wide **interior flush birch doors**, 432-2734.*

***'75 MG Miget parts**, 489-2686.*

***Trailer hitch**, never used, 623-3184.*

***Garage sale** Sat. June 2, area S of McMillen Park, 745-7625.*

***Two 110CC 3 wheelers**, non-running, xtra parts – $200, 478-2509.*

***'78 Datsun F-10 Hatchback**, low mi, stereo, new tires – best offer, 485-5236.*

***Cabinet unit**, white 2 dr, shelf below 36 x 36 – $40, 424-2457.*

***15K BTU rm air cond** w/ special features – $195, 672-8219.*

Wanted

***Lionel & American Flyer and Marks trains**, any cond, 219-724-8011 after 5pm.*

***Small 2-cycler tiller**, 744-5819.*

***Team Power shares**, 486-7216 5:30pm - 9pm.*

ABSENCES, from page 3

- company doctor inputs and evaluation of the employee's medical condition(s)
- additional medical opinion, if requested
- review of the employee's total attendance record

First letter explained

If it is determined that non-disciplinary actions are not warranted, the employee's record will be refiled for the next review. If the determination is that non-disciplinary action would be appropriate, the first letter of this procedure will be issued.

All actions during this evaluation process will be documented, along with relevant information, and filed in the employee's personnel records.

If the first letter under this procedure is issued, it will remain active for a period of two years. During this time, the employee's attendance record will be reviewed every three months, and any negative trends will be brought to the attention of the employee and the union.

If the employee's record indicates absences approaching 30% or more in any consecutive six-month period during the two years, evaluation for termination under this procedure will be initiated automatically. This evaluation will include the same considerations as those for the first letter. If it is determined that the employee will probably continue to be unable to maintain regular attendance, the termination letter will be issued.

If, during the two-year active period, the employee's attendance record does not trigger any future evaluation, the first letter will be considered expired. The employee will again be subject to periodic reviews. The expiration of this letter does not rule out the issuance of a subsequent first letter if the employee's absences again exceed the standard of measurements.

GE Motors honors six STARs

Photo: In front are students Chris Fischer – Homestead HS, Darren Pierre – Snider HS, Julia Entwisle – Garrett HS, Jennifer Lee – Homestead HS, Dawn Jennings – Whitko HS. In back is Mike Jefferies, General Manager – Technology, and parents Henry Fischer, David Pierre, Mary Anna Entwisle, Larry Lee and Homer Jennings – all from Fort Wayne operations. Missing from the photo are Shawn Busse and father Paul Busse from Decatur.

The GE Foundation's Student and Teacher Achievement and Recognition (STAR) program began in 1984 for employees' or retirees' children planning to enroll as full-time undergraduate students at an accredited four-year college or university. Each student receives $1,000 to help with first year expenses and a plaque. In addition a $500 grant is made to each winner's high school. Use of the grant is determined by a teacher selected by the student.

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GE News

Fort Wayne
Vol. 72, No. 24
June 14, 1990

Food Drive nets $14,000 and 1,000 lbs. food

GE – Fort Wayne employees gave $14,000 and 1,000 pounds of food and supplies to the Associated Churches Food Banks, replenishing their warehouse.

"GE is one of the sustaining forces of the food bank system in Allen County," according to Rev. Vernon Graham, Executive Director of the Associated Churches of Fort Wayne and Allen County Inc. "GE's management and union leadership have a tremendous working relationship. We're fortunate to be able to rely upon the GE workforce for support year after year."

GE employees started the food drive in 1982, in response to the flood in that year. In nine years, GE employees and the GE Foundation have given $84,000 and 23,000 pounds of food to the food banks.

Photos

Top: Ron Fee, IUE Griever, collects money from incoming traffic at the Lindley gate.
Bottom: "More Gifts...More Givers" forms were eliminated this year. Dawn Wiley, Distribution Customer Service, simply gives her check and social security number to Tom LaPlante, Manager – Far East Programs, to get her gift matched by the GE Foundation.

INSIDE:

How "leverage" has helped GE Motors and partner Carrier. See pages 2,3.

Questions and answers about your pension benefits. See page 4.

Briefs

Apprentice Alumni to meet June 26

The GE Apprentice Alumni Association will have its annual Alumni Day Tuesday, June 26 at the Southwest Conservation Club beginning at 5:30 p.m.

All graduates of the GE Apprentice School (including non-members) are invited to attend and renew old friendships and acquaintances. For information or reservations, call Doug Schaefer, 744-1718 eves.

Spring Golf Tournament Results

1. John Baughan, Caheen Murphy, Terry Murphy, Ron Kroemer
2. Roy Keeney, Don Van Vliet, George O'Hern, Don Wootten
3. Don Widek, Dave Bowers, Bob Stano, Ron Kelsch
4. Jessie Kuhmichel, Scott Pazdell, Jim North, John Stiver
5. Marty Collins, Steve Knowles, Mike Sodano, Rick Sweeney

Missed Fire School? Makeup is June 29

Makeup Fire School is Friday, June 29, 7:30am - 10:30am and noon - 3pm, both in the Taylor Street Training Center. Call Jerry Houser, ext. 2376, to enroll.

Wrigley Field in front

6/6/90 softball standings top to bottom: Wrigley Field 7-1, Stein Hoggs 4-3, Thirsty Horde 4-3, Bombers 4-3-1, Brothers Screen 3-4-1, Black Hawks 3-5, Stein Warriors 2-5, Tom Cats 2-5.

Scramblers lead W. Broadway League

6/6/90 standings: Scramblers 24.5, GEMS 14.5, Flying Divots 13.5, Putters 7.5.

Leveraging

GE resources build solid partnerships

"Leverage" is more than a buzzword. It's the heart of a business strategy that has helped GE Motors become the leading motor supplier to Carrier, the world's largest producer of heating, ventilation and air conditioning (HVAC) systems. Having built a solid business partnership with Carrier, GE Motors is now sharing GE's best business practices with Carrier and bringing the HVAC giant together with other GE businesses.

How did GE Motors achieve this favorable partnership status, and how does it nurture this relationship? It all started back in 1986, when Carrier decided it could increase purchasing efficiency by drastically reducing the number of its suppliers on a worldwide basis.

When Carrier announced this supplier consolidation plan – code-named Project 120 – GE Motors saw an opportunity to become the key supplier of Carrier's fan motor needs. GE's response was to show it deserved to be a Project 120 winner not only because it could meet nearly every fan motor application Carrier demanded, but because it also offered what no competitor could match: the extensive resource strength of all GE businesses.

According to Bob Johnson, Director, Corporate Purchasing for Carrier, "the Carrier-GE partnership represents a leading-edge position in using supplier relationships to enhance our capability to compete on a global basis."

In forming the partnership, GE Motors committed itself to:

- Specific and measured improvements in quality each year.
- Aggressive and mutually-supported cost-reduction programs, netting GE and Carrier more than $2 million in the first year.
- Reducing or eliminating non-value-added costs through comprehensive electronic data interchange (EDI) programs.
- Ongoing technological support, including development of broad-based, innovative applications for future HVAC systems.
- Continued GE-Carrier relationship improvement through the sharing of GE's and Carrier's best business practices.

Representing a partnership: Carrier's Bob Johnson, left, and GE Motors' Neil Berglund tour a Carrier warehouse.

These broad strengths convinced Carrier to sign GE Motors to a five-year partnership as its key fan motor supplier. As part of the agreement, GE Motors will help Carrier sustain a competitive advantage by providing cost leadership, superior quality, priority delivery and early notification of advances in technology. As a result of this program, GE Motors' sales to Carrier have more than tripled since 1985.

To insure that these commitments are carried through, GE Motors gave sole responsibility to Neal Berglund, Strategic Account Manager for Carrier. Berglund and his Carrier team have set up shop within five minutes of Carrier's North American headquarters in Syracuse, NY.

Berglund, who represents GE Motors to Carrier on a global basis, explores ways in which GE "can leverage our good relationship to develop new opportunities, producing a win-win for both partners."

Nearly every GE business has been brought into the Carrier fold, thanks to the partnership position of GE Motors.

Once Berglund uncovers an opportunity, he acts as a facilitator for other GE businesses, conducting lead-sharing meetings and opportunity reviews. Carrier may also approach GE with a special request, such as: "We're developing a new product and understand GE is on the leading edge in this area. Can you get this GE business to talk to us?" A few successes:

- Carrier provided the state-of-the art HVAC system for GE Plastics' Living Environments Concept House in Pittsfield, Mass. Working in residence at Carrier, a GE Plastics engineer is now helping Carrier develop the next generation of thermoplastic HVAC components.
- Using GE Motors as a catalyst, and building upon its own long-term relationship with Carrier, GE Capacitors has become Carrier's primary AC capacitors supplier.
- GE Fanuc is studying ways in which programmable controls, numerical controls and cell controls can help factory operations in Carrier air conditioning plants.
- The executive staff of Carrier's replacement components division recently toured the GE Answer Center, sharing the center's best practices. Carrier has incorporated some of GE's ideas in its own center.
- GE has entered into a joint venture with Daewoo of Korea to provide total fan and hermetic motor support for the Daewoo-Carrier plant.

"Carrier has a worldwide presence," says Berglund, "so our mission is to follow them wherever they go to see what kind of contribution we can make."

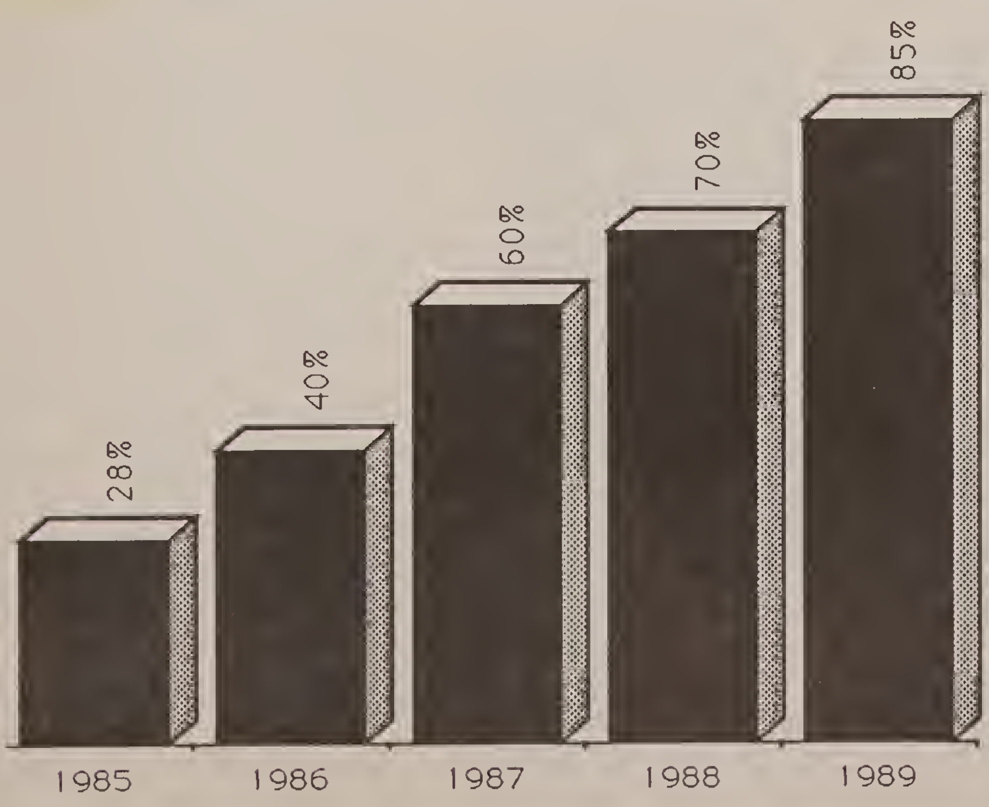
"We're very selective in bringing in other GE businesses, and we always involve the right level of management, making sure they're totally committed to the program. GE businesses – aggressive, lean and staffed by dynamic people – haven't let us down yet."

For their part, the other GE businesses who have become involved with Carrier say it might not have happened without GE Motors' powerful leverage.

"I had been trying for eight years to see the right people at Carrier," says Matt Drastal, Automation Sales Engineer at GE Fanuc. "Neal's close working relationship with them has given me access to several plant supervisors in Syracuse – a major step in the right direction."

"When we were new to Carrier as a material supplier, Motors made it a lost easier because they had an established position with the upper echelons of the organization," says Kevin Quinn, HVAC Program Manager for GE Plastics. "Motors has used its leverage to brighten the entire GE picture."

GE Motors' share of Carrier's fractional horsepower (FHP) motors



Ads

For Sale

Women's shoes, sz 7 and 7-1/2 med, all styles, 483-6149.

Matching sofa/love seat, ex cond – $300, 493-4754.

Wet suit, for skiing/scuba, ex cond, 486-7216 5:30pm - 9pm.

Pioneer 35w receiver, am/fm tuner, 50w speakers, 484-1963.

'85 Shelby charger, low mi, ac, 5sp, tint windows, 485-7665.

'81 Chevy Malibu Classic, good cond – $1,100, 747-2994.

84" beige sofa, very good cond, 486-5081.

Sears reel mower, ex cond, 744-2405.

9' Colorado carefree awning, 2yr old – $175, 219-724-8011 after 5pm.

Clothes hamper w/ marble seat – $35, mantle clock – $35, 485-0102.

Magic Genie 44 Lowrey Organ – $700/offer, 639-3859.

Trac Vac dump cart w/ engine to pick up grass clippings, 432-6062.

For Rent

Apt, unfurnished, Thompson Av, 1br + den, appl, basmt, lawn, no pets – $250, 489-3844.

Article reprinted from Customer Focus, May/June 1990 issue.

Questions and Answers

About your pension benefits

Editor's note: Another in a series of questions and answers on the Personal Share Statement, scheduled for distribution this month.

Q: How much do I contribute to participate in the GE Pension Plan?

You now contribute 3% of annual pay above $25,000. Prior to 1989, the employee contribution was 3% of annual pay above $14,000. This reduction of $11,000 that is no longer subject to pension contributions meant up to $330 in additional take-home pay for most full-time employees. This was one of several improvements in the Pension Plan which became effective in January 1990. Others were the new Personal Pension Account, a two-stage improvement in the table of guaranteed pensions, higher career-annuity pensions through enrichment of pre-1988 service credits, earlier vesting, plus early retirement supplements and options for eligible employees.

Q: How does the Personal Pension Account work?

A Personal Pension Account (PPA) was established for each participant in the GE Pension Plan beginning January 1, 1989, or when they joined the Pension Plan if later. Your contributions to the Pension Plan accumulate in your own separate account. During your working years at GE, your PPA grows through your contributions to the plan and the monthly crediting of interest.

The funds accumulated in your PPA can be used at retirement to provide a monthly income in addition to the Career Annuity pension provided by company funds. The combined pension from the Career Annuity and PPA is your Regular Pension. When you retire, you will receive the greater of your Regular Pension or your Guaranteed Pension. If the Guaranteed Pension is larger, company funds will be used to provide an additional monthly income equal to the difference between the Guaranteed Pensions and the Regular Pension.

If you retire under either the Regular or Guaranteed Pension formulas, you can elect to defer the portion of your pension that would be purchased with your Personal Pension Account money. If this portion of your pension is deferred, the money remains in your PPA and will continue earning interest, similar to an Individual Retirement Account (IRA). Any Personal Pension Account money left in the plan at retirement may be withdrawn – $500 or more each year – or converted to an annuity at a later date.

Q: How long do I have to work at GE to become eligible for pension benefits?

After five years of Pension Qualification Service, you have a vested right to a GE pension based on your company contributions. This means that you're entitled to a Retirement Benefits from the Pension Plan, even if you subsequently leave the company.

Q: What is meant by "pension qualification service"?

Pension Qualification Service (PQS) is your GE service which counts toward eligibility for various Pension Plan benefits. It's based on your working or being credited with at least 1,000 hours in a calendar year, provided you have enrolled in the Pension Plan.

Your PQS is used to determine your eligibility for pension vesting, disability pension, guaranteed minimums, surviving spouse benefits and supplemental payments.

Q: Is there any income tax due on pension payments when I retire?

Yes.

Q: If I die before I retire from GE, what happens to the money in my pension account?

That would depend upon your age and amount of PQS at the time your death.

If you were married at least a year and had five or more years PQS at the time of your death, your spouse would be eligible for a deferred pension beginning when you would have reached age 60.

If you have been married for the full year before your death and were at least age 50 with at least 15 years of PQS or were 60 regardless of service, your spouse would receive a surviving spouse's pension for life. Payments would begin the first of the month following your death.

Regardless of your marital status, if you were eligible for early retirement or had at least 15 years PQS, your beneficiary could receive benefit payments for five years. If none of these provisions applies, your beneficiary would receive a full refund of your Pension Plan contributions, plus interest.

MAIL INC.
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GE News

Fort Wayne
Vol. 72, No. ~~26~~ 25
June 28, 1990

Plant schedulers get red carpet treatment from customer service

Customer Service Operations (CSO) last week rolled out the red carpet in an effort to improve communication and teamwork with the plants and to ultimately serve customers better.

Plant schedulers representing most plants and all four market segments in which GE Motors does business – Appliance, Commercial, Industrial and Heating, Ventilation and Air Conditioning (HVAC) – talked with customer service specialists in small groups about how they could help each other make their jobs easier while improving customer service.

The event was initiated and planned by the Customer Service Advisory Board, which consists of primarily customer service specialists. Breakout groups were facilitated by Work-Out change agents.

Photos

Top: Jean Talbot discusses Owensboro's production schedule.

Bottom: A group of plant schedulers and customer service specialists discuss items of interest concerning DM&G products.

INSIDE:

IAM Lodge #70 – a piece of Fort Wayne history. See page 4.

Customer Robinair's purchasing manager retires. GE Motors says farewell. See page 2.

Volunteers still needed to plan picnic. See page 3.

Reminder: No GE News next week. Have a safe and enjoyable 4th of July celebration!

Briefs

GE Trap & Skeet winds up season

The GE Trap & Skeep League wound up its season with a banquet and trophy presentation and election of officers for the next year.

Trophy winners are as follows: 1st – Paul Schram, Dallas Dodane, Russ Rothgeb, Douglas Clay; 2nd – Keith Dawson, Les Palmer, Charles Culp, Greg Fowler.

Russ Rothgeb won Top Gun trap, skeet and overall.

Top Gun scrap: Gary Krotke, Douglas Clay and Chris Fox.

Most improved trap: Gary Krotke. Most improved skeet: Fritz Krotke.

New officers: Les Palmer, President; Fritz Krotke, VP; Bart Ruch, Secretary.

Summer Golf Scramble scheduled

The GE Summer Golf Golf Scramble will be held July 7 at Brookwood. Get entry forms from Jeff Coffee or your league manager.

Firemen's party location changed

The July 14 party will be held at a new location – Monty's at 2025 Olladale Dr., located between State and Spring streets just west of St. Francis College. For further details, call Judy Adams, ext. 3366. Hours for the party are 11 a.m. – 5 p.m.

Wrigley Field in front

GE Club Softball standings top to bottom: Wrigley Field 3-1-0, Stein Hoggs 6-3-0, Thirsty Horde 5-3-0, Bombers 5-4-1, Black Hawks 4-6-0, Brother's Screen 3-5-1, Tom Cats 2-6-0, Stein Warriors 2-7-0.

Scramblers hold first

W. Broadway Golf League top to bottom: Scramblers 28, Flying Divots 19.5, GEMS 19, Putters 13.5.

GEM customer Robinair's purchasing manager retires

Robinair, a long time customer of GE Motors and a vacuum pump OEM, has seen the end of an era. Don Buchs, Robinair's Manager of Purchasing, has chosen to retire.

Don has been dealing with GEM for over two decades and has dealt with many people from Motors that are now in other parts of the company. Don will be missed, but GE Motors wishes him a long and happy new career in the leisure market.

Recently, a dinner was held in Don's honor. A nickel-plated motor was presented as a momento of the thousands of motors that Don has purchased from GE Motors over the years. Present at the dinner were Greg Gross, Sales Engineer – Midwest Region, and Bill Elrick, Manager – Midwest Region.

Don Buchs, Purchasing Manager for Robinair, is pictured above with a nickel-plated motor presented to him by GE Motors during Don's retirement dinner. Robinair is a long-time GEM customer.

Fourth Winter Street Reunion set

The Winter Street plant's fourth annual reunion will be held Saturday, Sept. 29, at FOP Hall, 2025 Olladale Drive.

Cocktail hour (cash bar) begins at 6 p.m., followed by dinner at 7 p.m. A band is scheduled to play from 8 p.m. to 11 p.m. Door prizes will be awarded.

The cost is $8/person. Please fill out the form below and mail it with reservation fee to the address listed on the form, or you may return it to one of the following contacts: at Taylor Street – Carol Stronczek, Judy Holzinger, Ruth Patterson; at Broadway – Joe Miller, Ron Smitley, Bessie Howard, June Schoeff; at ACSD – Carol Wertman, Phil Stackhouse; or to Tom Perl, union representative.

Fourth Annual Winter Street Reunion

Enclosed is $________ for _________ reservations ($8/person).

Name ______________________________________

Address ____________________________________

____

Phone ______________________________________

Make checks payable to Marge Evans and return this form and check to the contact person in your area, or mail it to Marge Evans, 5623-2 Old Dover Blvd., Fort Wayne, IN 46835; or Ruth Patterson, 1342 Bedford Drive, New Haven, IN 46774 or TS-3.

Volunteers still needed to plan GE Motors Picnic

Volunteers are still needed to help plan the GE Motors Picnic. The picnic is being funded by money awarded to GE Motors for its cycle time reduction programs.

The picnic is scheduled for Saturday, Sept. 29 at the War Memorial Coliseum.

If you would like to volunteer, fill out the coupon below and send it to Joe Barranco, Building 18-5. All pensioners (including ACSD and Specialty Transformer pensioners) are invited to join in the fun.

First planning meeting scheduled

The first picnic planning meeting has been scheduled for Thursday, July 12, in the 19-5 conference room from 1 p.m. to 3:30 p.m.

☐ ***Yes!*** *I would like to volunteer to be on a committee to plan the 1st Annual GE Motors Picnic Sept. 29.*

Name ____________________

Shift __________ *Location* __________

Phone ____________________

Return to Joe Barranco, 18-5, or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801-2204.

Work–Out Workshop Schedule

second half 1990

Month	Dates	Place	Team Focus
June	23-25	Fort Wayne	Commercial
August	27-29	Fort Wayne	HVAC
September	24-26	Owensboro	Industrial
October	15-17	Fort Wayne	Appliance
November	12-14	Fort Wayne	open
December	10-12	Fort Wayne	open

Ads

For Sale

'84 Chevy Cavalier, 4dr sedan, auto – $2,550, 219-485-7756.

'85 Z-28 Camaro, ex cond, low mi, all power except windows, blk, auto, 483-2098.

'79 Impala, 4dr, ET Stereo/cass, 6cyl, AT, AC – $1,000, 749-9372.

Sofa & loveseat, ex cond – $150, 485-4258.

'84 Cat, A-1 – $4,650 and 69 nick A1 – $2,000 456-3910.

Schwinn bikes, girls 3sp, 26" & boys 10sp, 24" – $25/ea, 672-8327.

15K BTU rm air cond w/ special features – $150, 672-8219.

Wanted

Room or room & board for gentleman, 456-1686.

Boat trailer, w/ or w/o a boat, for pensioner's small rowboat, 747-5531.

Lionel, American Flyer and Marx Trains, any cond, 219-724-8011 after 5pm.

For Rent

Apt, unfurn, Thompson Av, 1br + den, appl, basmt, lawn, no pets – $250, 489-3844.

Florida, Gulf coast area, 2br condo, wk or mo, 813-475-6338.

SW apt, 3rm, all utilities – $250/mo, 747-4066.

House, 3br, 1-1/2 bath – $300/mo, 747-4066.

Lodge #70 – a piece of Fort Wayne history

From Trains To Planes
International Association of Machinists and Aerospace Workers
IAM
1890 1990
Fort Wayne, IN

IAM's Lodge #70 has been a part of Fort Wayne for 100 years, securing its place in local history.

Sunday, Lodge #70 members and several guests, including Indiana State AFL-CIO President Charles Deppert, International IAM President George Kourpias, GE Motors Vice President Steve O'Brien and Mayor Paul Helmke celebrated the event together – something unheard of when Lodge #70 began in 1890.

Back then, unions were secret societies, and if you belonged to one, you could lose your job.

But times are changing. Today, management and union members try to build constructive relationships.

"It was tougher then than it is today," Deppert said.

According to O'Brien, "We're going to be facing a new era of change together... more cooperation, more forward-thinking, solving problems together rather than arguing over them."

Certainly, Lodge #70 has been an enduring piece of Fort Wayne history.

Said Kourpias, "You've always been an important part of the Fort Wayne community. You have a proud heritage, and we dedicate this evening to those who came before us and worked to secure our success."

Sporting IAM hats to commemorate Local Lodge #70's 100 year anniversary in Fort Wayne are (left to right) International IAM President George Kourpias, International IAM Vice President Donald Wharton, Indiana State AFL-CIO President Charles Deppert, Rev. Melvin L. Phillips, GE Motors Vice President Steve O'Brien and Mayor Paul Helmke.

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GE News

Fort Wayne
Vol. 72, No. ~~28~~ 26
July 12, 1990

INSIDE:

Developing your personal aerobics plan. See page 4.

NBC Merchandise Truck coming to Fort Wayne. See ad on page 3.

The War Room: A tour of duty

Step inside and immediately you are flanked by color. Although disarming, reality strikes quickly. These reds, yellows, browns and pinks are much more than decorative wallpaper. You have entered the War Room.

The Customer Service War Room was created in mid-January to visibly display GE Motors' current customer satisfaction performance.

"The War Room has proven to be an effective way to quickly check our customer satisfaction status," said Terry Gautsch, Manager – Customer Service Operation. "Weak areas and problem trends are easy to spot so action can be taken."

Various business teams frequently hold meetings in the War Room, and GE Motors Vice President Steve O'Brien and his staff regularly visit. Many employees find a visit to the War Room worthwhile because the information contained in the room is constantly changing and because service and quality are high priorities for the business.

"The War Room is a mechanism to emphasize GE Motors commitment to customer service," said Gautsch. "Although the War Room provides visibility for problems, trends and successes, it won't fix our problems. Customer service improves only when every employee holds himself or herself responsible for satisfying our customers."

Grades track our performance

The bulk of the wall space in the War Room is dedicated to customer service and quality grades.

Across the top of the left wall, the four markets in which GE Motors does business are listed: Commercial, Industrial, HVAC and Appliances. Below each are listed the top 12 customers in that market. Next to each customer is a grade – A, B, C or D – on customer service and quality. If an A appears, that means that GE Motors is serving that customer extremely well; a D means that we could lose that customer's business if we don't improve our service and quality quickly. No F's appear on the board, because a grade of F means we've most likely lost that customer.

What: *Customer Service War Room*

Why: *To visibly display GE Motors' current customer satisfaction performance*

Where: *Building 4-6, just off the elevator and to the right*

When: *Created in January 1990, the War Room is open any time to all employees*

Good grades don't come easy

As you review the grades, you'll see there's lots of room for improvement. Good grades don't come easy.

Grades are determined by votes from three key internal people who are closest to how our customers feel about GE Motors' service and quality. They are the field sales representative, the marketing specialist and the customer service specialist. In case of a tie, the vote of the field sales representative will break the tie.

Each person makes a subjective evaluation of how well we serve that customer. But each vote is based heavily on our promises kept record with that customer.

Customer grades are updated quarterly with the target to have all A's and B's by year-end.

Continued on page 2

SportsTalk

Summer Golf Tournament Results

1st: John Baughan, Caheen Murphy, Terry Giese, Ron Kroemer. 2nd: Warren Auld, Bruce Wilson, Fred Shinneman, Chris Morentz. 3rd: Ray Adcock, Harold Rittenhouse, Brad Kinsey, Rob Turner. 4th: Bill Stark, Dennis DeGroff, Dennis Erxleben, John Blair.

Closest to pin: Ron Korte, Todd Rash, Marc McMahan, Jerry Rattigan.

Longest drives: John Baughan, John Stiver.

West Broadway League Standings

Top to bottom: Scramblers – 29, Flying Divots – 23.5, GEMS – 20.0, Putters – 17.5.

Low scores: Gary Pickett 37, Lary Phillips and Eben Cobb 41.

Low Net: Gary Pickett – 30, 6 strokes below average.

GE Camping Club Outing July 20-22

At Kendalville Bixler Lake. Contact Joe Trimble, 745-2534 for more information.

Touring the War Room, from page 1

Plants get graded, too

Underneath the customer grades are plant location grades. These grades are based on how well the plants served their customers in the last 30 days. Again, there's room for improvement.

Plant grades are determined by all the customer service specialists who interact with those plants. Specialists grade each plant on their customer service performance from 1 to 5 (1=unacceptable, 2=losing business/credibility, 3=below expectations/in trouble, 4=good, 5=excellent). Plants are graded in each of 5 categories: timely promise/repromise, responsiveness/communicate, ship to promise, notify customer service specialist of problems, customer focused team. Engineering and Marketing are graded as well. Their grades are based primarily on how quickly they respond to the specialist on customer needs. The plant and functional information are updated monthly.

Also on the left wall, you'll find information on the current top three customer service issues in the business.

Strike 1-2-3 empowers

It used to be that employees sometimes had a rough time calling attention to a stalled customer service issue to get it resolved. Strike 1-2-3 helps employees who encounter roadblocks in resolving critical customer issues by giving them the power to escalate issues to higher levels of the business. When an issue is elevated to the Strike 3 level, Steve O'Brien becomes involved in its resolution.

Most Strike 1-2-3 issues are occurring in the Industrial and Commercial businesses.

Good News highlighted, too

Since not all news is bad news, you'll find a box in the center of the right wall that highlights good news in the business. The box may include new orders won and employees' involvement in getting issues resolved quickly.

The door is always open

All employees are invited to regularly visit the War Room for updated information on how the business is serving its customers. The door is always open. The War Room is located in Building 4-6 just off the elevator and to the right. Unless a group is conducting a meeting in the War Room, you are welcome to walk in – no appointment needed.

ANNOUNCEMENT

GE MOTORS

IS HAVING A FAMILY PICNIC

PLACE ☆ MEMORIAL COLISEUM
400 PARNELL AVE.
FORT WAYNE, IN
INDOORS! SOME ACTIVITIES MAY BE OUTSIDE

DATE ☆ SATURDAY SEPT 29, 1990

TIME ☆ 10:00 AM TO 6:00 PM
GAMES - ACTIVITIES - PRIZES
☆ LUNCH AT 12:00 NOON TILL 2:00 PM
COMPLETE SIT DOWN DINNER PROVIDED
☆ WRAPPING THINGS UP AT 6:00 PM

WHO ☆ ALL MOTORS EMPLOYEES AND THEIR IMMEDIATE FAMILY IN HOUSEHOLD
☆ ALL RETIREES
☆ GE MOTORS TEMPORARY, CO-OP & CONTRACT PERSONNEL

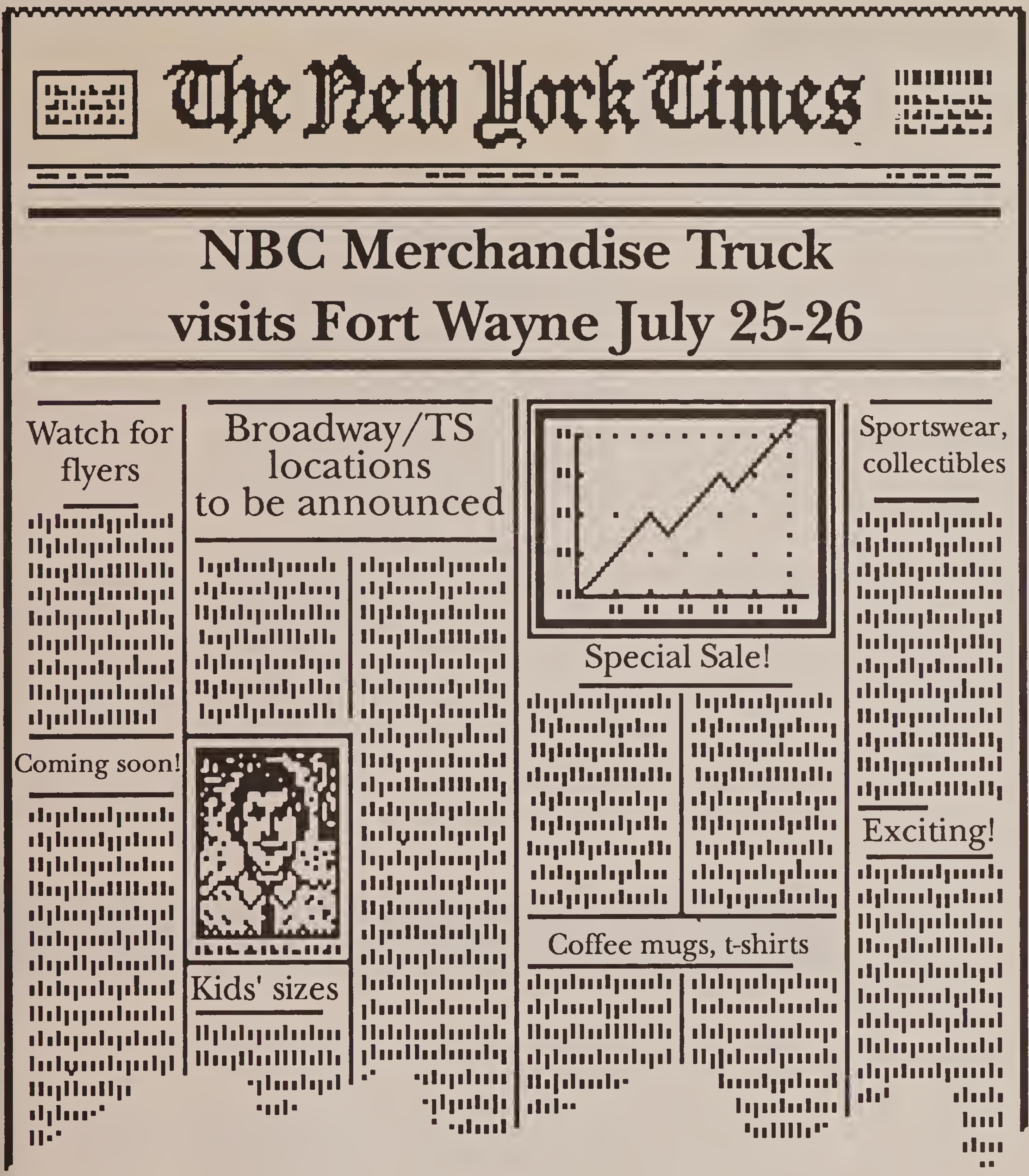
RESERVATIONS WILL BE REQUIRED TO ATTEND, SO WE CAN GET A COUNT ON HOW MANY ADULTS AND CHILDERN ARE PLANNING TO EAT AND HAVE FUN. RETIREES MUST SEND RESERVATIONS TO :

MARILYN WRIGHT BLDG 8-2, FT WAYNE, IN 46801-2204

RESERVATIONS MUST BE IN NO LATER THAN FRIDAY SEPT 14, 1990

NAME ______________________ LAST WORKED __________
ADDRESS ______________________________________
HOME PHONE ______________ SIGNATURE ______________

YES, PLEASE INCLUDE ME IN PICNIC ☐
NUMBER OF ADULTS (INCLUDE YOURSELF) ☐
AGES OF CHILDREN ☐ ☐ ☐ ☐ ☐ ☐



NBC Merchandise Truck visits Fort Wayne July 25-26

Ads

For Sale

'36 GE Monator top refrigerator, gd cond – $150, 623-6810.

TR 12x50 on rented lot, Coldwater Lake, 50' to water, 1-219-749-4290.

'84 Z-28, 305HO, 5sp, t-tops, cruise, tilt, ps/pb/pw, low mi, very clean – $7,100/offer, 447-4072 after 5pm.

'84 Cavalier, auto, air, cruise – $2,650, 219-485-7756.

Camper trailer, SLPS 4, canvas, ex cond, 485-8429.

Swivel rocker, gold, ex cond – $20, 422-3235.

Mobile home '89, 14x70, 3bed, 2bath, NW, 419-749-2875 after 6pm or weekends.

Moving sale, furniture, antiques, misc, July 13-15, 8527 Covington Road.

Tandem bike, "Bicycle built for two", Schwin – $50, 436-2346.

10" color GE tv, like new, moving and can't use – $50, 747-1303.

'80 Pinto, ex cond, 57K mi, new tires, 432-3746.

Wind chimes – $10, 747-4767.

Yamaha electric organ, console, accompany feature, 432-0393.

Wood bookcase, coffee & end tables, Oriental rug, others, moving and must sell, 625-4227.

For Rent

SW 3br + 1-1/2 bath, bsmt – $300/mo, 747-4066.

3rm unfurnished apt w/ utilities, no pets – $250/mo, 747-4066.

Apt, unfurnished, Thompson Ave., 1br + den, appl, basmt, no pets – $250/mo, 489-3844.

Wanted

Lionel, American Flyer and Marx trains, 219-724-8011 after 5pm.

NCAA Final Four tix – $200/ea, 432-5203.

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

____

____

Check One:

- ☐ For Sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free

- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________

Address ____________________ **City** ____________________

Bldg. ____________________ **Home Phone** ____________________

Signature ____________________

Aerobic exercise

Developing your personal aerobics plan

You're convinced – aerobic exercise can strengthen your heart, improve your body's use of oxygen, and contribute to your overall health. So, where do you begin? First, find your target heart range (THR). Then, select aerobic activities that fit your physical condition, personal interests, and environment. Finally, make a commitment to exercise aerobically for 20-30 minutes a minimum of 3 times a week.

Finding your THR

Your THR is the safest range of heartbeats per minute during exercise. To find your approximate THR, subtract your age from 220 and multiply the answer by 60% and by 80%. Aim for the low range when you first begin, gradually working up to the higher range. Count your heartbeats by taking your wrist or neck pulse for 10 seconds and multiplying the count by 6. If you have an existing medical condition or family history of heart disease, your healthcare professional can determine your best THR.

Choosing the right aerobics

With so many activities to choose from, you may not know which aerobics are best for you. In most cases, the best activities are those that you will enjoy and will keep up with. They are also the ones that are appropriate for your age and physical condition. The list of aerobic activities in the box below can help you with your choices.

Scheduling time for aerobics

In order to be effective, aerobics should be done for at least 20-30 minutes a minimum of 3 times a week. In less time than the average TV "sitcom," you can actively enjoy yourself while you improve your health. You can also find ways to fit aerobics into your busy schedule – walk during lunch, bicycle to work, invite a friend to a game of handball rather than out for drinks. It's a question of priorities. When you set fitness and health as a personal priority, you'll find time for fitness.

Reaping the Rewards

Once you've made the commitment to a regular aerobic exercise program, you'll know that you're doing one of the nicest things possible for yourself – you're strengthening your heart, keeping your body in shape, and improving your quality of life. You'll have more stamina, a brighter outlook, and a sense of commitment and control over life that will enable you to handle life's daily challenges. Individuals over age 40 and those with health problems should consult with their personal physician before starting an exercise program.

ACTIVITY	BENEFITS	DRAWBACKS
Walking	*Excellent overall conditioner; can be done by almost anyone.*	*Takes most people longer to reach THR; can be harder to fit into busy schedules.*
Jogging/Running	*Excellent overall conditioner. Requires no equipment other than shoes.*	*Can stress bones and joints; can be too strenuous for beginners/overweight persons.*
Swimming	*Exercises large muscles in legs, arms and chest; does not stress bones and joints.*	*Must have access to pool; may be poor choice for people with chlorine sensitivity.*
Bicycling	*Exercises large muscles in legs; does not stress bones and joints.*	*Must purchase equipment; can be difficult to pursue in poor weather or in very hilly areas.*
Aerobic Dancing	*Excellent overall conditioner; can be done in class and/or at home.*	*Requires instruction (class, videotape, etc.); high-impact can stress bones and joints.*
Handball/ Racquetball	*Excellent overall conditioner when done correctly; a social activity.*	*Requires partner, equipment and facilities; can be too strenuous for beginners.*

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GE News

Fort Wayne
Vol. 72, No. 29
July 19, 1990

EC92

***Editor's note**: With as much economic change as is happening throughout the world, it's no wonder that globalization is a GE priority. Although Vice President Steve O'Brien has said that globalization for GE Motors is yet a ways down the road, he also stresses that globalization for our business must become reality in order for us to survive. The following article is excerpted from Nation's Business magazine's interview with William T. Archey, vice president of the U. S. Chamber of Commerce and chief of its International Division. Archey answers questions about the European Community, which could offer American companies the biggest opportunities for globalization. The European Community (EC) is comprised of 12 countries, each having its own economic regulations. The EC hopes to deregulate and integrate its markets into a single internal market by the end of 1992 – hence EC92. This unified market will serve 323 million consumers – half again larger than the U. S. market – and will produce $4.5 trillion in goods and services, putting it just behind the U. S. and far ahead of Japan in economic might.*

Will EC92 open the European market to small and midsized U. S. companies? The Chamber's position is that 1992 offers enormous potential for new opportunities for U. S. business. We strongly endorse the idea of an integrated European market.

What is pushing the process? The motivating factor behind 1992 is a fear on the part of the Europeans that they were falling further behind the U. S. and Japan in the ability to compete in a global economy. They concluded that only through uniting the European market will they be able to develop the economic vitality necessary to make them a world-class competitor.

If they succeed in this effort, will European companies aim to grab a bigger piece of the American consumer market? Yes, no question about it. In sectors like telecommunications, chemicals and pharmaceuticals, European companies are going to become world-class. U. S. companies in those markets ought to start planning for a tremendous increase in competition from Europe.

Among American companies, who will be the winners and losers after 1992? There may be no losers, and that's not puffery. The EC Commission projects that a unified market would add 2 percent to annual growth, reduce business costs by 2 to 4 percent, and create several million new jobs. An open and invigorated European market would be a winning combination for U. S. business.

"Domestic markets have become too small. Even the biggest companies in the biggest countries cannot survive on their domestic markets if they are in global industries. They have to be in all major markets."
– Stephen Kobrin, Wharton professor, told Fortune magazine.

"Building a few plants here and there the world over doesn't make you global... The global corporation looks at the whole world as one market."
– Jeremy Main, in an article for Fortune magazine.

Test your EC92 IQ

1. Which one of the following nations is not a member of the EC?
   - a) France
   - b) West Germany
   - c) Sweden
   - d) Italy

2. What will be the market size of a unified Europe?
   - a) 125 million consumers
   - b) 257 million consumers
   - c) 323 million consumers
   - d) 506 million consumers

3. With which of the following does the U. S. have the greatest bilateral trade?
   - a) Canada
   - b) European Community
   - c) Japan
   - d) Latin America

4. Which one of the following is *not* an original intention of EC 1992?
   - a) Free movement of capital
   - b) Removal of frontier barriers
   - c) Integration of U. S. and European markets
   - d) Harmonization of technical standards

5. Where are the principal EC institutions based?
   - a) Paris
   - b) Brussels
   - c) Rome
   - d) Vienna

6. What is the combined output of goods and services of the 12 member nations of the European Community?
   - a) $2.5 trillion
   - b) $3.3 trillion
   - c) $4.5 trillion
   - d) $5.5 trillion

Answers: 1-c, 2-c, 3-b, 4-c, 5-b, 6-c

ReadiLoan gets high marks

Since the ReadiLoan program was introduced last year, the GE Transaction Processing Center has received over 500,000 phone calls from GE employees interested in borrowing from their S&SP Account. From those calls, over 55,000 loans – totalling $300 million – have been made.

Favorable employee reaction to the phone-based ReadiLoan program is one of the reasons that other S&SP services, available by phone through the GE Transaction Processing Center, will be added by the end of the year.

ReadiLoan allows S&SP participants to borrow from their account for any reason. To request a loan or receive ReadiLoan information participants call the GE Transaction Processing Center at 1-800-432-4313. Callers using touch-tone telephones are connected to a "conversant" system; those using a rotary-dial phone reach a GE plan specialist. The specialists can also be reached from a touch tone telephone by pushing "0."

On average, calls to the Center are answered in two to three seconds; the total time of the call is usually under three minutes. The next business day, a promissory note is mailed to the participant. A check for the loan amount is then mailed within 25 days of when the GE Transaction Processing Center receives the signed promissory note. Within the next year, improvements in the system will enable GE employees to receive loan checks even faster.

According to plan representatives, the following list highlights the questions most commonly asked by employees.

THE BASICS

Q: How much can I borrow? The minimum amount you can borrow is $500. The maximum amount is one-half of your S&SP account balance, up to $50,000, excluding after-tax Bonds and income earned on Deferred Pay savings after 1988. If you've had an outstanding loan within the last 12 months, IRS rules allow you to borrow the lesser of the following: 1) half of your account, or 2) $50,000 *minus* the highest outstanding loan balance of any previous loan during the one year period prior to the date of the new loan.

Q: How long do I have to repay the loan? That's up to you. For personal loans, you can take from one to five years. For loans to purchase your primary residence, you can take up to 10 years. After the end of the fifth year, the interest rate will be changed to the current rate at that time, for the duration of the loan. In addition, if you are requesting a loan for the purchase of a primary residence, you'll have to submit a copy of the purchase and sale agreement, signed by both the seller and the buyer.

Q: Who gets the interest paid on a ReadiLoan? You do. Your repayments and all interest are credited to your S&SP account.

Q: How do I repay a ReadiLoan? By payroll deductions. After you select the length of repayment period, equal amounts are deducted from each paycheck and credited to your S&SP account. If you choose to however, you can repay the total loan balance early by personal check with no pre-payment penalty.

SECURITIES

Q: When I take a loan, in what order ar emy securities sold? The sequence (from first to last) is: Unapplied cash, Bonds, Long-Term Fund units, Money Market Fund units, Mutual Fund units, GE stock, RCA Fixed Income Fund units, Short-Term Fund units, Holding Period Fund units.

Q: How does a ReadiLoan affect my Deferred Pay savings? Deferred Pay savings are the first to be liquidated, followed by pre-1989 Deferred Pay income, employee after-tax contributions (excluding bonds), proportionate company payments, income on employee after-tax contributions and proportionate company payments, amounts rolled over from other plans, and Vacation Banking amounts.

Q: How is the value of my securities determined when I request a loan? The average price for the month prior to when the GE Transaction Processing Center receives your signed promissory note is used to determine the value of your securities.

TAXES

Q: Does a ReadiLoan result in any taxable income? Not unless you default on your loan payments.

Q: Is the interest tax deductible? That depends on whether you participate in Deferred Pay. For loans taken prior to 1989, if you do not participate in Deferred Pay, the interest may be deductible. Loans used for investment purposes are subject to IRS rules for deducting "investment interest." Loans used for any other purpose are subject to IRS rules for "personal interest" deductions.

Q: What is the interest rate? The ReadiLoan interest rate for new loans changes monthly; the current interest rate for June is 9.46 percent.

For personal loans, the interest rate is fixed for up to five years. For home purchase loans lasting longer than five years, the interest rate will be changed at the end of the fifth year to the current rate at that time. The adjusted rate will remain in effect for the duration of the loan. **To get the current interest rate, call the GE Transaction Processing Center at 1-800-432-4313.**

REPAYMENT

Q: I received my loan check but payroll deductions haven't started – or – My deductions have continued even though I've repaid the loan. In either of these situations, call 1-518-385-5103 or 8*235-5103.

Q: Can I discontinue payroll deductions and have the loan balance cancelled and treated as a withdrawal? No.

Q: How are loan repayments invested in my account? Based on your most recent investment election of Basic Savings, except for Insurance and after-tax Bonds. Your Personal Share Statement lists your investment elections as of December 31, 1989. If you've changed your investment elections since then, call your payroll office to verify your most recent elections.

Q: How can I get my loan balance? Contact the GE Transaction Processing Center at 1-800-432-4313.

PREPAYMENT

Q: I want to pay my loan off early – what do I do? Send your request to: GE Company, Savings & Security Program, 1 River Road, Building 5-6W, Schenectady, NY 12345. You will receive a letter explaining the correct amount required to pay off the loan, and the deadline for doing so.

CHANGE OF STATUS

(retirement, termination, layoff, sick leave, etc.)

Q: How do I repay my loan if I'm on sick leave and not receiving a GE paycheck? You'll automatically receive a payment book from the GE Transaction Processing Center within two months of your change of status. The payment book contains coupons, one for every month of your outstanding loan balance. Payments by check will be due monthly. Once you return to work, you must continue using the payment book to repay your loan as payroll deductions will not resume once a payment book has been issued to you.

Q: If I return to work before I receive the payment book, what should I do? If a payment book has been issued to you, you must use it to repay your loan – even if you return to work before receiving the book. Loan payments will be due monthly by personal check, rather than by payroll deductions.

Q: I am retired and have not withdrawn my S&SP funds. Am I eligible to take a loan? No. Employees who have retired or otherwise terminated service cannot take a loan.

Ads

For Sale

'79 Monte Carlo*, AT, PS, PB, V-8, T-tops, PW, black, nice, 423-1300.*

Toro elec mower*, needs battery, otherwise good cond – $25, 219-744-3435.*

'87 Nova*, 4dr, hatchback, PS, PB, AC, 5sp – $4,700, 484-3714.*

'79 Mercury*, all power, 4dr, AM/FM, AC, 6cyl, R defog – $2,000/offer, 434-5193.*

Wanted

Dodge or Plymouth mini-van*, 486-7216 5:30pm - 9pm.*

For Rent

Apt*, unfurn, SW 1br + den, appl, basmt, no pets – $250, 489-3844.*

Labor Day weekend at Adams Lake*, 2 or 3 br cottage, 219-854-4019 or 854-2667.*

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

Check One:

☐ For Sale
☐ Wanted
☐ For Rent
☐ Free

☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

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Name ______________________
Address ______________ **City** ______________
Bldg. ______________ **Home Phone** ______________
Signature ______________________

PICNIC News

GE Motors is having a family picnic

Place: *Memorial Coliseum*
400 Parnell Ave.
Fort Wayne, IN
Indoors! Some activities may be outside

Date: *Saturday, Sept. 29, 1990*

Time: *10 a.m. to 6 p.m.*
Games – Activities – Prizes
Lunch at noon 'til 2 p.m.
Complete buffet-style dinner provided

Who: *All Motors employees and their immediate family in household*
All retirees
GE Motors temporary, co-op & contract personnel

If you are a retiree and want to attend, complete the coupon below and send to: Marilyn Wright, 1635 Broadway, Bldg. 8-2, Fort Wayne, IN 46801-2204. Reservations must be received no later than Friday, Sept. 14.

Picnic Reservation Card for retirees

☐ *Yes! Please include me in picnic*

Name ______________________
Last
Worked ______________________
Address ______________________
Home phone ______________________

Signature ______________________

# of adults (include yourself) ______
Ages of children ______
______

DJ needed for GE Motors Picnic

The Entertainment Committee for the GE Motors Picnic is looking for a DJ to play music Saturday, Sept. 29 at the War Memorial Coliseum. If interested, please submit the coupon below to Mike Mozzone, Chairman – Entertainment Committee, Taylor Street, Dept. 14 Mold Repair, c/o John Steffen. If you have questions, call Mike on ext. 4608. All bids must be received by Wednesday, July 25.

Picnic Entertainment Committee

○ ***I am a Disc-Jockey available to play for the GE Motors picnic.***

Name: ______________________
Dept: ____________ ***Ext:*** ____________
Cost: ____________ ***How many hours:*** ____________
Type of music available: ______________________
____
____

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GE News

Fort Wayne
Vol. 72, No. 30
July 26, 1990

GE donates motors to power solar cars in cross country race

Race promotes interest in engineering and pollution-free transportation

Two solar race cars in the recently concluded GM Sunrayce USA were powered by GE's ECM motors.

GE donated ECM's (electronically commutated motors) to two colleges – Auburn University and Rochester Institute of Technology. The motors are normally

Continued, see page 4

GE motors powered two cars in GM's Sunrayce, a cross-country trek by 32 solar cars built by college students. Above, a GE motor drives the rear wheels in Rochester Institute of Technology's car. GE Motors also sponsored a car built by students from Auburn University.

Employees tell us

What's our Vision for GE Motors?

The response was incredible.

More than 4,000 of GE Motors employees, after reviewing the business's Vision Statement earlier this year, sent in their comments on how they would make the Vision Statement even better.

Since then, Steve O'Brien, Vice President – GE Motors, with a Work-Out team, read each one of the responses – some several pages long – and rewrote the Vision Statement to better reflect what employees said the business's goals should be.

In the next few weeks employees should receive a copy of the revised Vision Statement. In addition, employees will have an opportunity to view a videotape featuring employees from various functions, levels and plant locations, who have volunteered to share their views on the Vision Statement.

"We have some terrific people dedicated to the success of our business and who are determined to be winners," said O'Brien. "I'm proud to be associated with you and proud of this vision that you have helped to define.

"As we move into the '90's, this will be our guide to achieving our goal of being GE Motors – a clear number one choice of both customers and employees."

Shutdown gate schedule

The Lindley Gate will be open 4:45 a.m. to 8:45 p.m. during weeks 31 and 32. Hours for all other gates at Broadway and Taylor Street will remain unchanged.

Camping Club goes to Berne

The GE Camping Club's next outing is scheduled for Aug. 10 - 12 at Amishville in Berne, Ind. For more information, contact Joe Trimble, 745-2534.

Scramblers stay on top

West Broadway Golf League standings top to bottom: Scrambler 29, Flying Divots 26, GEMS 25, Putters 20.

Low scorers were Jerry Gottschalk 39, Larry Phillips 41, and Russ McClure 41.

Birdies were shot by Dave Reas #8, Gottschalk #6, #9, McClure #7, #8.

Dick Grote and Thurm Hobson were 3 below average for the day; McClure was 2 below.

Standard operating procedure?

For a number of reasons, people often assume that surgery is the *only* way to treat a particular illness or injury. Sometimes surgery is the best course of action, sometimes it's not – but it is rarely the *only* option.

Sorting through your options is an essential part of ensuring that you get the most appropriate medical care. That's because medical research is increasingly finding that a considerable amount of surgery performed in the U. S. is either unnecessary or questionable.

No one likes the thought of undergoing an unnecessary operation, but it's estimated that every year, over 3,000 GE people will have an operation they don't really need or that won't really help them. How can you avoid being one of them?

It's up to you

You can start by realizing it is a decision only you can make. In considering surgery, you'll be weighing the expected benefits of the procedure against the potential risks. No surgery is absolutely risk-free or completely painless; no surgeon can guarantee the outcome that you want. Even with today's modern facilities and advanced technology, surgery can be risky and recovery, lengthy. It can also be expensive.

Your family doctor, surgeon, GE Medical staff, and other health-care professionals can help you sort throught he expected benefits and potential alternatives. You can also read books or pamphlets to learn more about your condition and treatment options. Before making your decision, you should know the answers to the following questions:

- What will the surgery accomplish?
- What are the alternatives to the surgery?
- Will the surgery affect the way I feel and the way I function?
- Is there an alternative surgery that's less risky?
- If I decide to postpone the surgery, how will my condition be affected? How will the postponement affect future surgery?
- What physical and emotional risks are posed by the surgery?
- What is the risk of death?
- How will my lifestyle change after the surgery?
- What is the recovery time?
- How experienced is the surgeon in performing this particular operation? In actual numbers, how successful has he or she been?
- Why has a particular hospital or facility been chosen?
- What is my GE benefits coverage?
- What will the total cost be, not just the surgeon's fee?

Regardless of where you seek answers to these questions – through your primary care doctor, surgeon, books, pamphlets – in the end, it will be up to you to choose the course of care that makes the most sense for you. Making this effort is crucial because, for better or worse, once an operation is performed, it cannot be undone.

Broadway auctions machinery, office equipment and more

Saturday parking affected

GE Motors is holding an auction in Broadway's Building 17-1 Saturday, July 28.

Viewing will begin at 8 a.m., with the auction starting at 10 a.m.

Some of the items being sold include metal working machinery, forklifts, industrial equipment, fixtures, material handling equipment, computers, office furniture and equipment and other assorted manufacturing related items and material.

Auction guests must use the entrance off Broadway only. Parking is available in the Broadway south lot next to Exhaust World.

There will be no Blue Y parking available at Broadway on Saturday.

Loading by reservation only.

Dispensary hours change during Shutdown

The following schedule will be in effect during Shutdown, weeks 31 and 32.

A nurse will be on duty with Dr. A. J. Ball in the Building 21 Dispensary from 8 a.m. to 4:30 p.m.

People needing return to work from illness exams may have them done during these hours. Call for an appointment on ext. 3600.

In case of emergencies, 2nd and 3rd shift employees should contact the guards.

Counselor Roy Whitehead will also provide Employee Assistance Program coverage. He can be reached at ext. 3671 or 483-4630.

Ads

For Sale

'79 Int'l Scout 345, *auto, 2sp, TC, runs good, 627-5868.*

'86 Toyota 4x4 truck, *4cy, bed liner, roll bar, tinted windows, 5sp – $5,500, 428-5156 8am - 5pm.*

18' I/O Mer Cruiser, *170 engine, cover, trailer, 485-3402.*

NE 3br 2b 2 story, *1,547 sq ft – $59,900, 483-5770.*

'76 Buick Century, *hi mi, runs good – $300/offer, 484-8736.*

White riding mower, *44" cut – $500, 489-3970.*

Free

Gas range *– free! Burners work, oven does not, 456-2908.*

Free small white rat plus cage, *very adorable, tame, 543-2466.*

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

____

____

Check One:

- ☐ For Sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free

- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

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Name ______________________________

Address ____________________ **City** ______________

Bldg. ______________ **Home Phone** ______________

Signature ____________________

GE donates motors, *from page 1*

used in HVAC applications.

"The race promotes interest in engineering and science and demonstrates that pollution-free transportation is workable," said Harold Harms, Consulting Engineer. "In support of those objectives, we wanted to get involved."

According to Dave Erdman, Sr. Development Engineer, "With contributions from many GE people in Fort Wayne, we were able to make some adjustments to the ECM motors and donate them to the colleges."

Thirty-two colleges entered the 11-day race which stretched from Lake Buena Vista, Fla. to Warren, Mich.

Harms and Erdman have been instrumental in the design of the ECM motor and they have been in touch with the students over the last year's preparation for the race.

"It was an exciting event," said Erdman. "The students were fun to work with and they were very involved and competitive in the process."

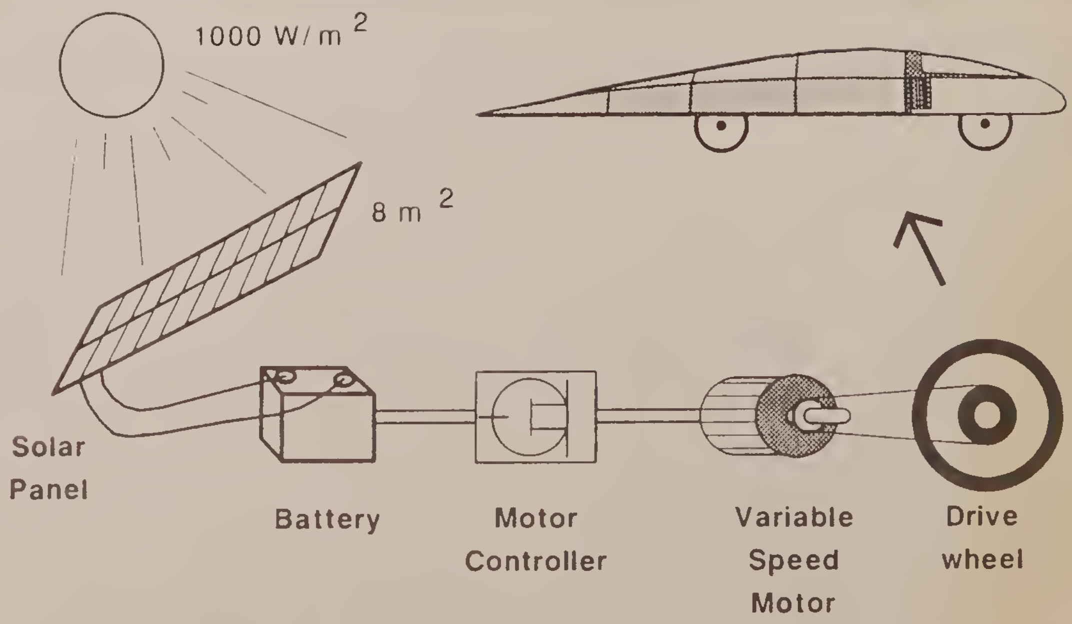
The cars are powered entirely by the sun's rays, collected with hundreds of solar cells aimed at the sun. Because the cars are solar-powered, they are pollution-free and self-sufficient.

Auburn's car finished 15th out of 32; Rochester finished 12th.

The ECM motor can propel the cars at 50 miles per hour and higher, but available radiation from the sun kept sustainable speeds to a 25- to 35-miles per hour range.

Photo: Auburn University's "Sol of Auburn" finished 15th in a field of 32.

The propulsion system in a typical solar race car is made up of four basic components. Solar cells convert sunlight directly into electricity. Batteries are used to store the solar "fuel." The electricity powers a variable-speed electric motor with direct drive to the wheels. Electronics are used to control electrical power between the solar cells, battery and motor. Speed control is by a normal accelerator pedal.



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GE News

Fort Wayne
Vol. 72, No. 33
Aug. 16, 1990

Shutdown activities help make production more efficient

Although Shutdown to many employees means vacation, to others it means cleaning up after 6 months of hard work on the production floor and getting ready for the remainder of the year.

In an effort to help employees keep production lines running efficiently throughout the year, crews were busy greasing and fixing and rearranging equipment during Shutdown. Following is a capsule of what they accomplished.

Taylor Street

The big news at Taylor Street is the rearrangement of the #5 winding line. The line was split into two separate lines. The rearrangement will increase capacity for future volume and gives the line space for additional equipment. It is also designed to improve product flow.

The Juarez parts packing and motor recertification areas were swapped over Shutdown. This, too, is expected to improve product flow and provide a better area for motor recertification.

Also, crews rebuilt die cast furnaces, and performed preventive maintenance on shaft and endshield lathes, punch presses and welders. Test equipment was calibrated, conveyers were greased and washers cleaned.

Broadway

Workers in 4-1 have new lighting. Punch press operations are currently housed there, but Broadway will be moving additional equipment into the area.

The Permafil and Trickle Treat operations were reworked over Shutdown, exhaust stacks were taken down for cleaning and painting. The 4-2 heat run was rewired to accommodate testing of more motors and fresh batteries were put in computer backups.

No major rearrangements for Broadway this time, but employees expect one in the near future in preparation for a new motor redesign.

Area Services

Area Services crews were busy over Shutdown helping out crews at several locations. Their major undertaking, however, was the July 28 auction at Broadway. The auction was a big success and cleared out Building 17, which had been so crowded that it was a potential fire hazard. From now on, anyone wanting to store items in Building 17 must get authority from Ralph Hill.

Crews installed underground tanks for GE lube which resulted in a significant cost savings for the business.

Annual preventive maintenance was performed on all boilers and on GE's 34,500-volt electrical substation located at Taylor Street.

GENERAL PERIODICALS
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Available now

New loan program will help meet your 'ConSern' about education expenses

GE employees now have an opportunity to participate in a new loan program designed to provide affordable financing for education. The program provides loans of up to $25,000 a year with attractive deferred payback arrangements and offers greater flexibility of financial resources than currently available under the Guaranteed Education Loan Program or the Employees Educational Loan Program.

Called "ConSern: Loans for Education," the program was designed to provide a source of educational loans for students whose annual family income was too high to qualify for federal student loan programs. It is sponsored by GE for its employees, backed by major financial institutions and administered by the United States Chamber of Commerce.

Tom Burns, GE's corporate manager for Employee Benefits, said the program is available now for financing school semesters beginning this Fall.

Application kits and additional information about the ConSern Loan program can be obtained simply by calling 1-800-SOS-LOAN and identifying yourself as a GE employee.

Key features

Here are some key features that make a ConSern Loan an ideal way to borrow for educational expenses:

- You or any member of your family may apply for a ConSern Loan. In most cases, the borrower will be the student. (A cosigner may be required.)
- The student may borrow up to $25,000 per year, or as little as $1,500 per year. The maximum cumulative loan amount per student is $100,000.
- A ConSern Loan may be used to finance education at any accredited university, college or private secondary school (grades 9-12).
- The student may borrow for required expenses such as tuition, room and board, fees, books, computers, supplies, personal living expenses and transportation.
- A ConSern Loan of up to $3,000 may be used to purchase a personal computer, software and peripherals for education purposes independent of the other costs of education. An invoice from the dealer is required.
- The interest rate on a ConSern Loan is based on the Commercial Paper Rate, as published in the Wall Street Journal, plus 3.6%. The Commercial Paper Rate averages approximately 2% less than the prime rate. The ConSern rate (currently 11.8%) varies monthly, with rate variations being reflected on each month's billing statement to the borrower.
- You have 15 years to pay back the principal, with the option to defer repayment of the principal for up to four years while the student is in school. Interest must be paid during the deferral period. There is no penalty for prepayment.
- Other loan costs include a $45 application fee, and there is a loan origination fee of 3.5% of the face amount of the loan which is deducted from the loan proceeds.
- You may apply for this loan at any time throughout the year. There is no cut-off date.

GELP sponsorship discontinued

With the introduction of the broader and more flexible ConSern Loan program, GE's sponsorship of the Guaranteed Education Loan Program (GELP) will be discontinued at year-end since GE sponsorship is not required for employees to obtain these loans. These government-backed loans (also known as "Stafford" loans) are available from thousands of banks and lending institutions throughout the country to anyone who can qualify. To qualify for a GELP or STafford loan (of up to $2,625) annually/$17,250

continued on next page

maximum) the applicant must meet a needs test, which includes having a family annual income of under $30,000.

"Because few families could meet the needs test, we've had decreasing use of Guaranteed Education Loan Program the last several years," Burns noted.

EELP still available

The Employees Educational Loan Program, under which GE provides loans of up to $2,500 per student per year ($15,000 outstanding per employee borrower), will continue as usual, Burns said. Under EELP there is no needs test and employees repay the educational loan through payroll deductions at very attractive loan interest rates.

If you're interested in learning more about the new ConSern Loan program, call "ConSern: Loans for Education," 1-800-SOS-LOAN.

Join JA Super Bowl and win 2 round-trip airfare to your choice destination!

Now is the time to sign up to participate in the Junior Achievement Super Bowl to be held Saturday, October 13, 1990. This event once again features WMEE and bowling's greatest, Earl Anthony.

JA is a non-profit organization whose purpose is to provide practical, realistic economic and business education for 20,000 area youth. JA is financed solely by businesses, concerned individuals, foundations, and this Super Bowl.

Five-member teams will be bowling for pledges that are received from friends, relatives, business associates, etc. for the total of their three game series. Your team can be made up of family and friends, as long as the team captain is a GE employee. The cost per bowler is $5 (tax deductible) to cover bowling fees and a party following the fundraiser. The grand prize is two airline tickets to any destination in the continental U. S. on American Airlines. Plus... there are many other prizes for dollars pledged milestones and a dinner party at Triangle Park or Takaoka for the top money raising team.

We at GE would like to be the #1 COMPANY this year in dollars raised for JA. This goal is certainly very attainable and we need to put forth that little extra effort to get everyone possible involved. This event requires little work and lots of fun! As in years past, there will be an evening party for all bowlers held at Piere's Grand Affair at the Marketplace of Canterbury from 4 p.m. to 8 p.m. – free food, beer, pop and more prizes!

Our goal at GE is to have 50 teams! Mark you calendar and organize your team now. Call Larry Franck, 428-2990, in Specialty Transformer to sign up and for more information, or call your contact whose name appears on the neon posters in your building.

Ads

For Sale

Elec mantle clock, *very nice – $40, 485-0102.*
Pioneer car radio/cass stereo *and Pioneer 120W 4x10 speakers, 432-7927.*
Magic Chef gas range, *almond, 2yrs, 484-8384.*
Royal Traveler two suiter, *used once – $15, 744-0773.*
'88 Yamaha Wave Runner, *run one season, 691-2881.*
House, *1,400 SC, NW, by owner – $73,000/offer, 489-2083.*
Tool & Die Makers tools, *indicators, gages, etc, 485-8546.*
Fresh-dressed rabbits, *622-7581.*
'86 Toyota 4x4 truck, *4cyl, bed liner, roll bar, tinted windows, 5sp – $5,500, 428-5156 8am-5pm.*
Lot #59-YBCG, *Pierceton, IN – Take over mo payments, 485-9165.*
Bunk house travel trailer, *'88 model Prowler Linx – $13,500, 485-7780.*
Skeeter Bass Boat w/ trailer, *trolling motor & 60hp merc mtr, like new – $6,000, 489-3218.*
2 Ladies' bowling balls, *12 lbs, 456-1643.*
Clothes hamper *with marble seat – $35, 485-0102.*
Fiestaware dishes, *incomplete set, 42pcs, will sell separate, $250/set, 424-2993.*
16' Hobie sailboat, *red, yellow, orange sail – $1,795, 485-5214.*
'81 Honda 750 CB, *good cond – $800/offer, low mi, 436-4709.*
100" Lakefront cottage, *garage, deck, shed, dishwasher, 483-7390.*
Hardwood (split) *– $95/cord, delivery neg, 432-0433.*
2 Cemetary plots, *Green Lawn Mem Pk, choice location – $250/ea, 745-5008.*
2 burial spaces, *Covington Mem Gardens, 744-0531.*
'79 Int'l Scout, *345 AT, 2sp, TC, stereo/tape, new tires, 627-5868.*
175-80-13 tire on wheel, *never used, 749-4334.*
Toro, *16-in mower – $25, needs battery, 744-3435.*
'84 Bronco II, *5sp, loaded, XLT pkg, ex cond – $6,500, 486-7216, 5:30pm - 9pm.*

Wanted

Folding convalesent walker, *747-2120.*
Alum window scrns, *any size, 693-9604, leave message.*
10" colot tv, *reasonable, 456-5460.*
Right-wheel drive wheelchair, *good cond, 432-2818.*

For Rent

Florida gulf area, *2br condo, waterview, week or mo, 747-3469.*
1br furnished apt, *Columbia City, 244-6569.*

Briefs

Free square dance lessons

All employees and retirees are invited to the GE Club for free square and round dance lessons. Guests of employees or retirees may also participate for a nominal fee.

For beginners, lessons begin Friday, Sept. 7, from 7:30 p.m. to 9:30 p.m.

For retiree beginners, lessons begin Wednesday, Sept. 12 from 1 p.m. to 3 p.m.

According to Carl Brandt, square and round dancing exercises the mind as well as the body. "Two hours of square and round dancing is equivalent to four miles of jogging," said Brandt. "Square dancing also teaches one to listen, because the sequence of the calls change."

For more information, contact Brandt at 432-1677.

Euchre schedule

Euchre will start at 12:30 p.m. in the GE Club Bowling Alley. The dates for the remainder of 1990 are Oct. 24 and Nov. 6. Dates for 1991 are: Jan. 8, Feb. 5, March 5, April 2 and May 7. Please mark all dates on your calendar. There will be no Saturday night Bingo until further notice.

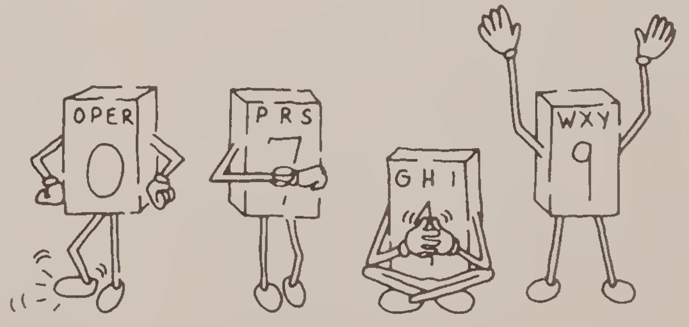
Getting easier to get S&SP info

Important Savings & Security Program information has been mailed to the homes of all participants and employees who are eligible to participate.

The mailing announces plans to enable you to get information about your S&SP account and conduct transactions by telephone. This means it will be easier and faster for you to conduct your S&SP business.

To access these new services, participants will have to choose a four-digit Personal Identification Number (PIN). The mailing includes a PIN registration card which must be completed and returned to the GE Transaction Processing Center before Sept. 1, 1990. A pre-addressed, postage paid envelope is also included for your convenience.

Watch for more information in the GE News.



WHAT ARE YOU WAITING FOR?

If you haven't picked your four-digit Personal Identification Number (PIN), now is the time. Starting September 1, you'll need a PIN for ReadiLoan. Later on, you'll use it to get your S&SP account balance, switch investments, make withdrawals, and more . . . all by phone.

It's fast, convenient, and safe.

Questions?

Call the GE Transaction Processing Center at 1-800-432-4313.

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GE News

Fort Wayne
Vol. 72, No. 34
Aug. 23, 1990

GE vs. Emerson: How we compare to our biggest competitor

GENERAL PERIODICALS
NON-CIRCULATING

GE Motors has only one competitor to deal with for market share in appliance motors – Emerson.

You would think that with only one company to beat, the competition would be easy. Nothing could be further from the truth.

Emerson is a powerful company and is currently ahead of us in the battle for first place. But this is not something that cannot be changed. More attention to quality and a little persistence, and the tables can be turned. Second place is usually a respectable position to be in, but not when there are only two players.

GE has made a commitment to be either number one or number two in every business. However, in the appliance motor business, second place is last place. That is why Jack Vickerman, Manager – Appliance Marketing, is saying that we must outdo Emerson.

"DeKalb and Murfreesboro have made some good improvements in 1990, but we still have to go further to beat Emerson."

According to Vickerman, Emerson's total appliance motor sales in 1989 were approximately $250 million compared to $175 million for GE. Vickerman added that this is a somewhat deceiving figure. "Emerson has over $50 million that comes from disposal motors. They own the Insinkerator business which produces motors for garbage disposals.

"These motors are considered part of the appliance business, so we must give them credit for those sales."

Vickerman also said that Emerson is partners with Whirlpool and has 100% share with them. GE has 100% share at WCI and GE Appliances – Louisville. "But Whirlpool is larger than WCI and GE combined in regard to motor availability," he said.

Emerson is on record around the world as saying that they provide 100 parts per million line rejects.

Vickerman said, "They lead our quality levels at Maytag and Speed Queen where we go head to head with them." He also said that Emerson has 60% of Maytag to our 40%. "Last year it was 50-50, but we lost 10 points." Emerson also has 100% of Norge, a division of Maytag. "At Speed Queen," Vickerman said, "we have 60% and they have 40%. But we lost 10 points there also. It was 70-30 last year."

Reg Tygret, DeKalb plant manager, said that one way we can better serve our customer is to reduce our cycle time (total production time from raw material to finished product).

"By reducing our cycle time, we can be more responsive to customer demands and at the same time reduce the cost of manufacturing,"

See EMERSON, page 2

Picnic News

Do you have reservations?

Place: *Memorial Coliseum, 400 Parnell Ave., Fort Wayne*
Indoors! Some activities may be outside

Date: *Saturday, Sept. 29, 1990*

Time: *10 a.m. to 5 p.m.*
Games – Activities – Prizes
Lunch at noon 'til 2 p.m.
Complete buffet-style dinner provided

Who: *All Motors employees and their immediate family in household*
All retirees and Quarter Century Club members
Single people can bring one guest
GE Motors temporary, co-op and contract personnel

This is a family picnic; No alcoholic beverages allowed. A $1.00 parking charge per vehicle will be required for entry.

Get your reservations in. They are required so that we can get a count on how many adults and children are planning to eat and have fun. Reservations can be made by sending the form below to:

Marilyn Wright, Building 8-2, Fort Wayne, IN 46801-2204

Reservations must be in no later than ***Friday, Sept. 14, 1990.***

Picnic Reservation Card

☐ Yes! Please include me in picnic.

Name ______________________________

Work Area ______________________________

Address ______________________________

Home phone ____________________

Signature ______________________________

#adults (include yourself) __________

Ages of children __________

SportsTalk

Wrigley Field leads Softball League

Results from 8/1: Wrigley Field 6, Thirsty Horde 5; Thirsty Horde 7, Bomber 5; Stein Warriors 13, Tom Cats 2.

Results from 8/8: Thirsty Horde 12, Tom Cats 2; Wrigley Field 9, Tom Cats 5; Bombers 11, Stein Warriors 5; Stein Warriors 13, Thirsty Horde 12.

Season standings top to bottom: Wrigley Field 13-2-0, Stein Hoggs 9-5-0, Thirsty Horde 11-7-0, Bombers 9-7-1, Black Hawks 7-8-0, Brother's Screen 5-7-1, Stein Warriors 6-11-0, Tom Cats 2-15-1.

Emerson, from page 1

he said. "We must reduce our RIP (Raw In-Process) inventories, control quality by identifying problems at the source and discipline ourselves to meet our daily schedules." He added, "Competitiveness is determined by the value we provide to our customers. Our customers want quality motors delivered on-time at a price they can afford."

Vickerman sated that we must improve our quality if we want to effectively compete with Emerson in the future. "In two years, our contract with WCI is up. When it comes to negotiating a new contract, quality will be a key ingredient." He concluded, "We are very happy with DeKalb's progress in relation to line rejects. There have been great improvements over the past year, but we cannot stop there if we want to beat Emerson."

Reprinted from GE's DeKalb News.

Employee's son selected as delegate to science camp

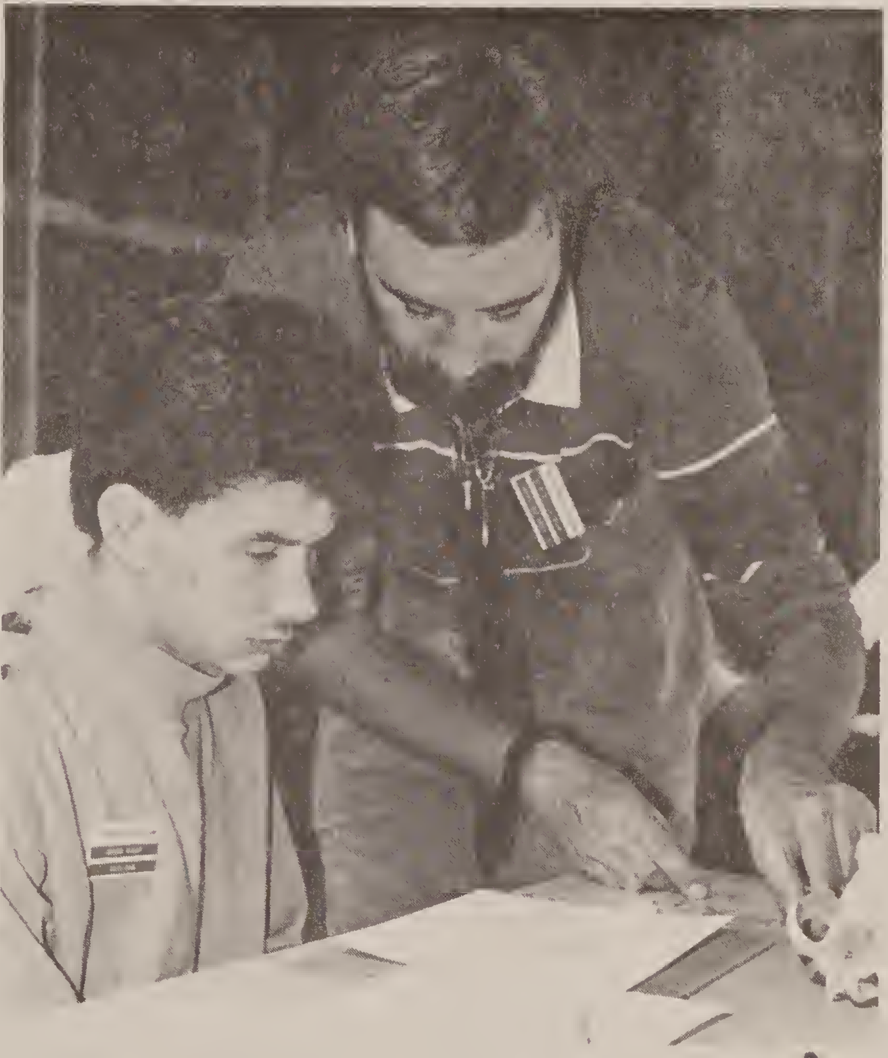
Brad Rauh, son of employee Doyne Rauh, was one of two students selected to represent the state of Indiana as a delegate to the National Youth Science Camp in Bartow, WV.

A 1990 graduate of East Noble High School, Rauh spent four weeks at the NYSC, located in West Virginia's rugged Monongahela National Forest.

Delegates to the NYSC are selected by their respective states based on their demonstrated scientific ability and leadership skills.

Rauh participated in the Indiana Science Talent Search, and was a winner at the National Junior Horticulture Convention. He also won first place in Engineering in the Indiana REgional Science Fair in both his junior and senior years in high school. His project involved the design and manufacture of a more economical type of biosensor that may be used to test potassium levels in plant samples.

Rauh said the National Youth Science Camp has provided him with the opportunity to explore his field of study in order to decide whether or not it is what he ultimately wishes to pursue in college. He hopes to study biochemistry and agricultural engineering at Purdue University in the fall.



Brad Rauh watches intently as the National Youth Science Camp's Applied Arts coordinator, Steve Allison, explains techniques in biological illustration. The activity was offered to show delegates the coexistance of art and science.

Ads

For Sale

NE 2 story home, 3br, 1-1/2 bath, new roof, furn CA, 1,776 sq ft – $56,900, 484-6282.

7 mos female miniature pinscher, housebroken, 925-0264.

Gr/yel chair, sq dance clothes, twin spreads, 432-8780.

Professional salon hair dryer w/ chair – $75, 484-6282.

Twin bed w/ headboard, box springs & mattress, good cond, clean – $35, 485-4987.

17' boat, 100HP motor, trailer, cover – $3,000, '69 Lincoln Mark III Continental – $3,500, 489-3844.

For Rent

1br upper, near GE – $240 + lights, 747-0381.

Wanted

Child's wooden rocker, late or old, 426-3436.

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

____

____

Check One:

- ☐ For Sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free

- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________

Address ____________________ **City** ____________________

Bldg. ____________________ **Home Phone** ____________________

Signature ____________________

Tickets now available for GE Days at King's Island

GE Days at King's Island are scheduled for Saturday, Sept. 15 and Sunday, Sept. 16. Tickets are now available. **GE Motors and Transformer employees may purchase tickets at Fort Wayne National Bank's GE Branch in Building 21.** No ticket sales will be available at the amusement park.

Cost per ticket is $6.25. All rides are included in ticket price except Wild Animal Habitat (additional $2 per person).

Tickets are available on a first come/first serve basis. No reservations or call-ins will be accepted. Tickets are available to employees and their families only. Quantity limited to 15 tickets per employee. Children under 3 years old are admidted free.

Park hours are 9 a.m. to 11 p.m. Saturday, and Sunday 9 a.m. to 9 p.m. People may bring picnic lunches – two picnic areas are available. Parking is $3.50 per car.

MAIL INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

[redacted]

(For quickest response, please mail non-intracompany address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

BULK RATE
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Permit No. 40

Have your dependents graduated from GE health benefits coverage?

With the new school year around the corner, it's a good time for a reminder about coverage for dependent children under GE Comprehensive Medical Benefits and the GE Dental Assistance Plan.

Dependent children include your own children, adopted children, or step-children who reside in your home and any other children permanently residing in your home who are solely dependent upon you for support.

Coverage will be continued for unmarried dependent children after they attain age 19 under the following conditions:

- **Age 19-22** – Not employed full-time and principally dependent upon you for support.
- **After attaining age 23** – Full-time student or incapable of employment because of mental or physical disability. Students who have jobs during the summer recess will continue to be covered if they have been accepted for the Fall school term.

A child automatically becomes ineligible for GE health benefits when failing to meet any of the listed requirements. Upon becoming ineligible, you may request continuation of coverage under COBRA (Consolidated Omnibus Budget Reconciliation Act of 1985) for up to 36 months by writing to *COBRA Administration, P. O. Box 2435, Princeton, NJ 08543-2435.* The application must be made within 60 days of becoming ineligible and you pay the full cost of this coverage.

Pensioners' Corner

Pensioner's Potluck

The dates for the Pensioner's Potluck will be Tuesday, Oct. 9, Dec. 4, March 12, 1991 and May 14, 1991 at 11:30 a.m. in the GE Club Gym. If you wish to play bingo, please bring undamaged canned goods or paper products valued at 75-cents or more to be used as prizes. Chicken will not be furnished, so please be generous with the food.

Fort Wayne GE Retirees 31st Annual Dinner scheduled

The dinner will be held Friday, Feb. 8, 1991 at Pete Reyards at Anna Maria Island in Bradenton, Fla. Social hour begins at 11:30 a.m. with dinner at 12:30 p.m. Cash bar available. Cost is $11 per person. All reservations must be made by Jan. 31, 1991. Checks are to be made out to Alberta Malcolm and send to: 10315 44th Avenue West, 12 Fifth Street, Bradenton, FL 34210. You may call Val Heinkel, 489-3266 or Alberta Malcolm: 1-691-3572 for information.

GE motors showcased at downtown library

Max Brickley, a retiree from GE Transformer Dept. in 1987 is currently president of the Fort Wayne Union Label and Service Trades Council. The Council now has a display at the Allen County Public Library showing products made in Fort Wayne and the surrounding area produced by labor union members. Among the items displayed are two motors donated by GE Motors. The display runs through Aug. 29. For more information, contact Max at 745-0902.

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GENERAL PERIODICALS
NON-CIRCULATING

GE News

Fort Wayne
Vol. 72, No. 35
Aug. 30, 1990

Tough year expected to get tougher

Customer service remains #1 priority

With the markets shaping up to be even tougher than expected, customer service will be of even greater importance as we go forward, according to Steve O'Brien, Vice President – GE Motors.

"There's a great deal of uncertainty in the business, and we're planning for downside volume levels," O'Brien told employees during his monthly business meeting Friday. "We're not going to put on our rose-colored glasses. And as things get tougher, we can't afford to give a customer reason to go to someone else."

One of the major thrusts for improving our customer service levels is Work-Out through finding everyday better ways of doing things – simpler, faster with more self-confidence.

Karen Jerde, a DeKalb payroll employee described Friday a personal Work-Out success. She automated payroll progression schedules. "My boss, Tom Lavalle, didn't stand in my way of wanting to do it," said Jerde. "He just said, 'Take the ball and run with it.'" Jerde said she knew that because this was her project, she would be held accountable for the outcome, but she had the self-confidence to take the chance, and her system has resulted in a Work-Out success for both payroll and employee relations.

Following is the nitty-gritty of what's going on as presented by business team.

Appliance

Appliance has three principal market segments – laundry, dishwasher and refrigerator/freezer. All markets are down and are expected to continue their decline. Sales and net income are below plan and are being impacted mainly by volume and productivity issues. Appliance is butting heads with Emerson at Maytag for additional market share to increase volume, while battling to reduce cycle time with projects in place at DeKalb and Murfreesboro.

HVAC

Although a cool summer has caused an HVAC sales slump, the team is still holding share and is beating its productivity operating (op) plan. "It's been a tough first half, but there's been some good work done," said Dick Habegger, Program General Manager – HVAC. Line rates are expected to go down at Springfield, Reynosa and Scottsville, causing the plants to work at 44-67% capacity. If line rates don't come down, the impact on net income would be devastating, said Habegger. Net income and sales were significantly off plan in the 1st half. To recover, HVAC intends to aggressively go after share gains while cutting costs in the plants.

Commercial

Commercial expects to end the year below plan for net income, but $1M better than 1989. Rearrangements that plagued 1989's performance are now completed and coupled with a $10M annualized share gain, the team feels it is positioned well for 1991.

Industrial

Although some softness is beginning to appear, strength remains in the pump, golf car, compressor and distribution segments. Commercial construction is down meaning bad news for elevator sales. Sales and net income are off op plan. The Industrial team is focusing on customer satisfaction, reducing HIMCO inventory and increasing labor productivity.

Inside:

Info Systems promotes team spirit and helps handicapped. See page 4.

Trane talks about our partnership. See page 2.

Volunteers needed for mentoring program. See page 3.

Enjoy a safe Labor Day weekend!

Bowling League seeks second shift bowlers

Second shift bowlers are forming a coed bowling league to meet Wednesday nights after work at 12:30 a.m. at Village Bowl in Quimby Village on Bluffton Road beginning Sept. 26.

The cost is $6 weekly. If interested, please call Steve Maxwell, George Bradley or Robert Critz, Taylor Street shell line, second shift, on 4522 or 4536.

Ads

For Sale

Park model trailer, Port Richey, Fla., 4-star park, 447-1977.
Salon hairdryer/chair – $35, 357-6258 after 6pm.
'84 Craftsman lawn tractor, 36" cut, ex cond – $600, 432-1176.
Canning jars – $2/doz, 424-2993 afternoon.
Single bed, mat & springs – $35, 422-5483.
Rabbit hutch – reasonable, 447-1939.
Auctioning house & items, Sept 8, 10am, 3108 Thompson Ave.
Tan/red floral sofa, yllw/gray chair, 747-4304.
Will babysit days, 1blk from Luth Hosp, 745-2764.
1 pr speakers, JBL Lancer 12" woofers – $100, 432-5838.

(more)

Trane – GE partnership built on similar business philosophies

***Editor's note**: As part of the business's thrust to improve customer service, GE Motors regularly asks customers to talk directly to GEM employees about customer needs. At Tuesday's Work-Out session, a Trane representative talked to employees about the Trane-GE partnership.*

Trane and GE have had a long and prosperous partnership. Trane is the #2 air conditioning manufacturer. GE Motors has 85% of Trane's business. Trane pumps into GEM $50 million per year, which equates to 800-900 GEM jobs. The companies share many of the same business philosophies including cycle time reduction, empowering its workforce and an emphasis on continuing quality improvement. It's no wonder that GEM would like to become Trane's only (100%) supplier.

To do that, some issues need to be addressed and long-term solutions found, according to Doug Hunsley, Materials Manager at Trane's operations in Tyler, Texas.

"We're not concerned about next week or next month – we're concerned about the long-term," Hunsley said.

Those issues, said Hunsley, include improving cycle time, simplifying bureaucratic processes (what Hunsley called "large company politics"), meeting or beating the competition on pricing and improving trust within the partnership.

For now, GEM's on the right track. Through Work-Out, GEM employees are learning how to change the business into one that has simpler processes, is able to respond more quickly and whose workforce has self-confidence in their own destiny.

"At Trane, we're changing our culture to question everything we do, to try to improve every day," said Hunsley. "Right now, we're trying to reduce our total cycle time from eight weeks to two weeks. We've also got a commitment to total employee involvement and to reduce quality costs by 50-percent. I think GE Motors is trying to tackle the same issues, and that helps our partnership."

GE Motors brings several strengths to the partnership, Hunsley said.

"For example, we like to be on the leading edge of technology, and GE Motors has a high-tech, research and development emphasis. Also, both our companies have quality emphasis. We realize that we must continuously improve our quality standards. Also, your service is improving and our management strategies are similar – we are changing our business by reducing our supplier base and reducing cycle time.

On cycle time reduction, Hunsley outlined some specific goals that Trane would like GEM to meet. Those include reducing hermetic motor cycle time to two weeks from four weeks, and fan motor production time to three weeks from what now takes five to six weeks.

According to Hunsley, "We have an internal strategy of being number one or a strong number two in our marketplace. I know GE has set the same objective for itself, and that, coupled with our other similar objectives, makes our partnership a strong one."

Tie it to your finger...
Paste it to your computer...
Put it on your calendar...
Plaster it on your forehead...

Do anything, but don't forget to enjoy the games at the

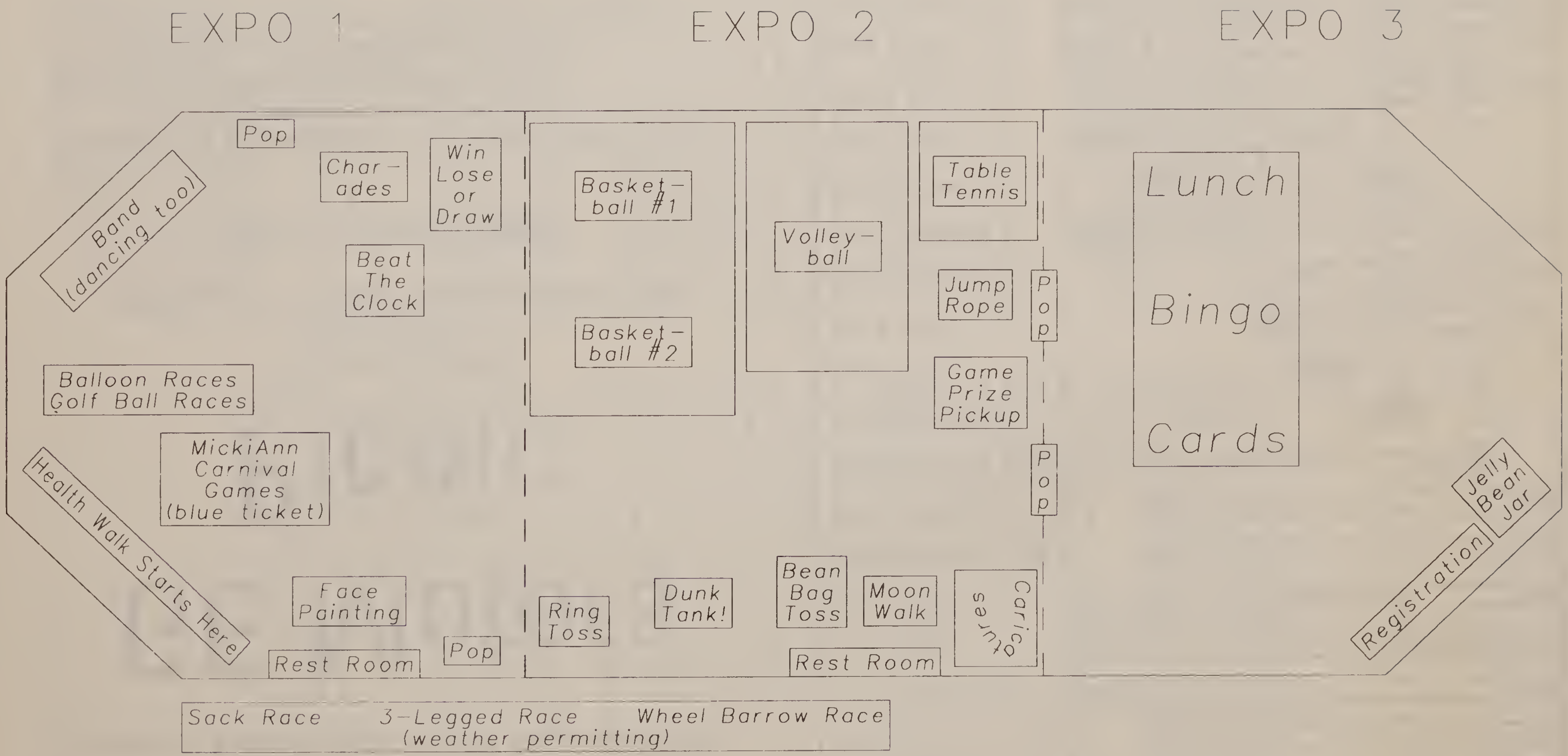
GE Motors Picnic

Saturday, Sept. 29, 1990
10 a.m. to 5 p.m.
Allen County War Memorial Coliseum Exposition Center

Form you teams now!

Basketball (3 on 3), Volleyball (6 per team), Health Walk through Johnny Appleseed Park (special prizes!)
Also, door prizes (need not be present to win) and attendance prizes (must be present to win).
Only employees are eligible for door and attendance prizes.

Activity	Times 10 11 12 1 2 3 4 5
Win, Lose, & Draw	11:00 – 5:00
Beat The Clock	11:00 – 1:00 3:00 – 5:00
Charades	11:00 – 5:00
Bean Bag Toss	10:00 – 5:00
Volleyball	10:00 – 3:00 Tourny 5:00
Basketball	10:00 – 11:00 3 on 3 Tournament 2:00 – 5:00
Balloon Race 500	11:00 – 5:00
Golf Ball Race	11:00 – 5:00
Wheel Barrow Race	(weather permitting) 3:00–4:00
3-Legged Race	(") 2:00–3:00
Sack Race	(") 1:00–2:00
Dunk Tank	12:40 – 4:40
Face Painting	1:00 – 5:00
Table Tennis	10:00 – 5:00
Caricatures	11:00 – 3:00
Moon Walk	10:00 – 2:00
Jump Rope	10:00 – 5:00
Ring Toss	10:00 – 5:00
Jelly Bean Jar	10:00 – 5:00
Card Tables	10:00 – 12:00 2:00 – 5:00
Bingo	2:30 – 4:30
Mickiann Games	10:00 – 5:00
Health Walk	1:00 – 3:00


EXPO 1
EXPO 2
EXPO 3
Pop
Char-ades
Win Lose or Draw
Band (dancing too)
Beat The Clock
Balloon Races
Golf Ball Races
MickiAnn Carnival Games (blue ticket)
Health Walk Starts Here
Face Painting
Rest Room
Pop
Basket-ball #1
Basket-ball #2
Volley-ball
Table Tennis
Jump Rope
Game Prize Pickup
Pop
Pop
Ring Toss
Dunk Tank!
Bean Bag Toss
Moon Walk
Rest Room
Caricatures
Lunch
Bingo
Cards
Jelly Bean Jar
Registration
Sack Race
3-Legged Race
Wheel Barrow Race
(weather permitting)

Partnerships give students boost to higher education

You can make a difference. Your experiences, your knowledge, your time – that's all it takes to enrich the life of someone who is in need of a positive role model in his or her life.

The local chapter of the Elfun Society is searching for people who are interested in starting and maintaining a one-on-one relationship with a local high school student. This mentoring program is designed to help reduce the drop-out rate and to improve the percentage of students whose future plans include higher education.

The mentoring program is not new, and it has proven itself as an effective means to elevate students' motivation and achievement levels as well as helping them through the difficult transition from high school to college.

According to an article in GE's Monogram, the program's success is documented in cities where the program has been implemented. At Cincinnati's Aiken High School, for instance, the number of college-bound students increased from three in 1985 (the year the mentoring program was initiated) to 63 in 1989.

Mentors are being asked to provide counseling, guidance and to be a positive role model for selected South Side High School students who could benefit from this kind of attention. Mentors are not expected to provide academic tutoring.

"Interested mentors can make an important difference in a student's future," according to Dick Schwartz, who is heading up the effort to get volunteers for the program. "Many students have the potential to make great progress if given some assistance in finding resources and if boosted with the motivation to want to succeed in finding a better way."

Get-acquainted luncheon scheduled

If you would be willing to spend a few hours a month with a selected South Side High School student, you could fit with this program. You would act as a counselor and role model, not as an academic tutor. You could provide encouragement and guidance to someone who may not have had an appreciation for the many benefits and opportunities of successful education.

To learn more about this program, you are invited to attend a get-acquainted luncheon. Be at Zoli's Restaurant, 2426 Broadway, on Friday, Sept. 7 at 11:30 a.m. The Elfun Society will pick up the tab. Please RSVP to Dick Schwartz, ext. 2267.

If you are interested in being part of a program that can make this kind of impact on youth and education, call Dick Schwartz on ext. 2267.

Ads *(continued)*

'89 Isuzu Amigo, 5sp, everything must sell!! 447-1079.

Tires, 2 Tiger Paws, P18575R14 – $10/pr, 749-8172.

'84 Bronco II XLT, 4x4, loaded, mint cond, must see, 486-7216.

3 beautiful table lamps – $50/ea, 747-1303.

Wanted

Lionel, American Flyer and Marx trains, any cond, 724-8011 after 5pm.

Utility, boat or camper type trailers, free or cheap, 426-2631.

Someone to do lapidary, ext 2147 days, ask for Ken or Pen.

For Rent

NE 3br, ranch, garage, no pets – $475, 489-0843.

House, Wall St, duplex poss, rent or buy, terms 432-8704.

Free

Dble bowl white cast sink w/ Delta faucets, 432-2896.

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801-2204

Please print neatly. Limit 40 letters.

____

____

Check One:

- ☐ For Sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free

- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the **GE News**. No more than 40 characters per ad (use format above). The **GE News** reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name ______________________________

Address ____________________ **City** ____________________

Bldg. ____________________ **Home Phone** ____________________

Signature ____________________

SportsTalk

GE Fall Golf Scramble scheduled

At Norwood Golf Course, Oct. 6. Get entry forms from Jeff Coffee or your league manager.

Scramblers hold lead in West Broadway League

Standings as of Aug. 22 top to bottom: Scramblers 40.5, Flying Divots 35.0, GEMS 31.5, Putters 23.0.

A gift of the heart

Employees overhaul camp for disabled

> **"One's best medicine is to be able to help another person."**
>
> Max Parrott, Director
> Red Cedar Center for Special Services,
> Division of Anthony Wayne Services

"Saturday was one of the best days we've ever had," said Max Parrott, Director – Red Cedar Center for Special Services. "GE's group of volunteers is the largest that we've had work with us at one time, and because we rely so much on donations, we really appreciate the good work they did here."

More than 50 GE Motors volunteers – mostly Information Systems employees – spent last Saturday painting, scraping, digging, sawing, clearing and cleaning Red Cedar's facilities, an outdoor recreational camp for emotionally and physically disabled people.

"We provide therapeutic recreation for our clients, whose ages range from 4 to 90," said Parrott. "We also provide services to able-bodied people.

"One of our philosophies here is that one's best medicine is to be able to help another person. By having both able and disabled people using our services, we provide a sense of reality to our therapy.

***Photo:** Tony Bender, Rick Kennedy and Mary Bender create a clearing in the woods.*

"The GE volunteers really helped us in that mission," said Parrott. "They put us ahead 100 percent. We couldn't have accomplished the work they did as rapidly as they did it."

On Saturday, Steve Hambrock, one of the Systems coordinators for the event, took a break from mowing a clearing in the woods, to say, "We had a nice team-building outing last year, and we wanted something this year to promote team spirit."

Cherie Rumple, another GE coordinator, said "Red Cedar is a place where, within a day, we can get something substantial accomplished.

"Everyone's working really hard," said Rumple. "It would be nicer if it wasn't so hot, but we're having a good time."

Jack Sprano, Manager – Information Systems, put down his saw for a moment to add, "The idea was really a grass roots effort, and everyone's done a great job. I feel really good about this team."

The volunteer's efforts have had an instant impact on Red Cedar's clients.

"They're using the newly-painted cabins, the new trail, and the fence that GE's people sweated blood and tears over to put up," said Parrott. "Our clients are thrilled to death over the volunteers' work. We can't say enough for what they did, and it was all well done."

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GE News

Fort Wayne
Vol. 72, No. 37
Sept. 13, 1990

Work-Out... one year later

by Steve Anastasio, Work-Out Leader

INSIDE:

Apply now for SERO/SVLB benefits. See page 3.

It's been a little over one year since Work-Out was kicked off throughout GE Motors. During that time, close to 1,000 employees have attended a structured Work-Out workshop, and the business has invested significant resources in training 90 change agents, who dedicate 10% or more of their time helping spread the Work-Out message.

Plant-focused sessions have been held at Tell City and Scottsville, involving over 100 hourly folks, and additional seminars are scheduled for later this year at Springfield and Jonesboro plus a return trip to Tell City.

But these are just numbers and statistics. Is Work-Out really working? Are we making an impact in the business by empowering our people, shortening our cycle times and simplifying all our processes by wiping out bureaucracy? The following is a brief look at instances where the answer to that question is a resounding yes!!

Nancy Thornburg

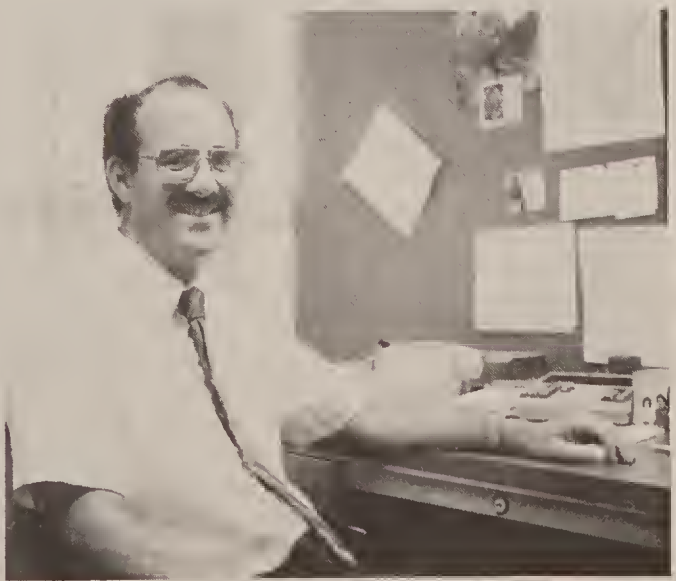
GE Motors Vision Statement

A group of seven employees, formed at last September's Work-Out seminar, met regularly for over six months to review inputs to the Vision Statement from more than 4,000 people throughout the business.

Their work culminated in a revision of the Statement and a meeting in early June with Steve O'Brien, who approved the final version on the spot.

"For me, there were two rewards gained from working with this Work-Out team," said Nancy Thornburg, Vision team member. "The first is the satisfaction of seeing this business adopt a Vision Statement that represents the inputs of many employees, not just a select few. The second is the experience of working with a group of people that truly worked as a team."

The team also put together a video to help communicate the Vision, and spearheaded the effort to get a hard copy into the hands of every GE Motors employee.



Norm Getts

Cycle time reduction of invoice processing

This group, lead by Norm Getts, Manager – Accounts Payable, was frustrated by the fact that the business was losing $200,000 of eligible discounts from vendors, simply because the invoices were not being processed fast enough. The team took it upon themselves to meet with

continued on page 2

Work-Out, from page 1

sourcing personnel in Fort Wayne and redirected the flow of the invoices in question from the plants to Central Purchasing. The result has been a reduction in the cycle time of payment with both our vendors and us benefitting. Says Getts, "I believe that Work-Out is a state of mind that challenges everyone to question all the elements of their job."

Improved Systems training for users

This group, led by Di Kandis of Systems, was concerned over the lack of information end-users were receiving about software, training classes, and overall systems strategy for the future.

Di Kandis

"This group was great," said Kandis. "They were truly empowered – they called on me only three times! Being a cross-functional team, they worked as a task force and improved our work lives. My hat's off to them."

The team worked very closely with Bob Hammond and helped design a special edition of "The Output," the local Systems newsletter. This edition described in detail the overall Systems plan for Motors, explained what tools are available for users of both mainframes and personal computers, described training classes available, and contained a questionnaire aimed at determining if today's tools and training are adequate.

Rodney Wheeler

Improved steel quality – Tell City

This group of hourly Tell City employees decided to tackle the significant problem of smut build-up on steel, causing waviness and GAMMA problems. They coordinated a meeting between Tell City and LTV people, then visited the LTV mill in Chicago. Their visit revealed that the pickling operation was the trigger point for creating smut build-up. LTV has changed their processing to a "two stand wet temper process," which has helped reduce surface smut. Also, the team's investigation has resulted in die lube sprayers being mounted on the 60-frame slitter, also helping to deter smut build-up. Technical representatives from LTV continue to visit Tell City to get a better understanding of the problem and to lend their expertise in formulating solutions.

According to Rodney Wheeler, punch press technician and team champion, "The session on Work-Out taught us how to work effectively through group involvement, thus providing a feeling of ownership within the working group in resolving day-to-day production problems."

Improved Communication between plant line personnel and sales engineers

This project has been driven by Dick Vickerman, HVAC sales engineer in Plano, Texas. Dick's group has expanded the existing Customer Master File to include customer phone numbers in conjunction with an existing alphabetical Customer Service list. These two lists will give plant folks access to the customer through the appropriate Customer Service Rep, by phone – the CSR will be the initial contact and will decide whether to involve the sales engineer and/or go directly to the customer. The team has made arrangements to have these lists sent to each quality control manager at each plant.

Dick Vickerman

According to Vickerman, "The Work-Out process provided our group with the vehicle to empower the floor and factory personnel to eliminate the constraints that had frustrated their efforts to do that to which they were so committed – serve the customer."

Work-Out empowers

Will any of the above actions single-handedly turn our business around? No, but they are examples of the first step we must take if we want to win in the '90s. Each illustrates an instance where a group of dedicated people saw a problem, a need for improvement, and tackled the issue head-on, without asking for permission. This is what Work-Out is all about!!

Apply now for SERO/SVLB

Two contract provisions – Special Early Retirement Option (SERO) and Special Voluntary Layoff Bonus (SVLB) – require that hourly and nonexempt salaried employees apply 15 days in advance of a workforce reduction announcement.

In view of the 15 day notification requirement, employees who think they may have an interest in either of these plans should complete the adjacent application form and submit it to their Relations office immediately. Applications may be submitted prior to reaching the age and service requirements for each of the benefits.

• **SERO** – This benefit is for hourly and nonexempt salaried employees between ages 55 and 60 who have 25 or more years of pension qualification service (PQS) and who are directly impacted by a "permanent job loss event" or volunteer as a substitute for another impacted employee.

A "permanent job loss event" involves work transfer/automation, discontinuance of discrete, unreplaced product line, or a reduction in force of indefinite duration.

SERO provides the opportunity for eligible employees to choose retirement as early as age 55 with full retirement benefits, including a special $200 monthly supplemental payment. Upon acceptance, the employee retires the first day of the month following the permanent job loss event.

• **SVLB** – Employees age 60 or older with 15 or more years of service who are in job classifcations directly adversely affected by a reduction in force of indefinite duration may elect to be considered for a $7,500 special voluntary layoff bonus.

Those receiving the bonus are also eligible to begin receiving full, unreduced pension benefits.

Employees must confirm their acceptance immediately following the company's offer of this special benefit.

I am interested in applying for the

☐ Special Early Retirement Option (SERO).

☐ Special Voluntary Layoff Bonus (SVLB).

Name ______________________
Address ______________________
____
____
Continuous Service Date ______________________
Seniority Date ______________________
Social Security Number ______________________

Job Code ______________________
Home Phone ______________________
Employee Birthdate ______________________
*Spouse Birthdate ______________________

☐ Hourly
☐ Nonexempt Salaried

This application does not obligate me to retire under the selected option.
*Required for pension estimate calculations.

Ads

For Sale

***Room divider**, 5x8 dark Spanish design, 5 shelves – $50, 747-7007.*

***Chr, loveseat**, sofa, br corduroy, 432-6150 after 5pm.*

***Dressed meat rabbits** – $2.90/lb, 622-7581.*

***Lira accordion**, wh & gold, 456-1643.*

***17' boat**, 100HP, trailer, cover – $2,600, 489-3844.*

***Lot #59-YBCG**, Pierceton, In, take over payments, 485-9165.*

***HP-11C Eng. calculator** w/case & manual – $50, 489-6701.*

***Drapes**, 168x48x84 w/valances –$25, 749-9902.*

***Blue concord grapes** after 9/15, u-pick – $2.50per 1/2 bu, 424-6826.*

***Alum boat**, 10', nice, cartop, 747-2271.*

***'90 GMC 1/2-ton truck**, cab, v8, loaded, ex cond, 747-5589.*

***Sears 36" cut riding mower** – $350, 639-3859.*

***Beautiful 28x40 framed mirror** – $15, 747-1303.*

***Microwave,** fryer, sofa, chairs, buffet, lamp, 485-8546.*

***14' alum Sea Nymph** boat w/ trailer, 15HP mtr, extras, 747-5589.*

***Shopsmith duplicator** – $250, 589-2553.*

Wanted

***Lionel,** American Flyer and Marx trains, any cond, 724-8011 after 5pm.*

For Rent

***SW, 3rm,** decorated, appl, utilities, no pets – $200/mo, 747-4066.*

***NE 3br,** ranch, garage, no pets – $475, 489-0843, 482-6348.*

Briefs

GE Club bowling season starting

The GE Club regular bowling season will be starting Oct. 1. Anyone interested in joining a league should call the Club on (428)-3242 or call Phil Herrick, Club manager on 485-5704. In particular, we need new members for the Friday Night Ladies League. When you call, ask about free bowling on one of the open house nights coming up this month.

GE Fall Golf Scramble scheduled

At Norwood Golf Course on Oct. 6. Get entry forms from Jeff Coffee or your league manager.

Square dance lessons exercise mind and body

Square and round dance lessons are now available at the GE Club. Contact Carl Brandt, 432-1677 for more information.

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Picnic deadline approaches

Reservations must be turned in by **Sept. 14** for the GE Motors Picnic, Sept. 29 at the Allen County War Memorial Coliseum Exposition Center.

Send the coupon below to Marilyn Wright, 8-2.

Tickets may be picked up the day of the picnic at the Coliseum. Dress is casual. Wear rubber-soled shoes, if possible.

Picnic hours are 10 a.m. until 5 p.m. Lunch hours are noon until 2.

All Motors employees and their immediate family in household, all retirees and Quarter Century Club members, GEM temporary, co-op and contract personnel are invited.

This is a family picnic. No alcoholic beverages allowed. A $1 parking charge per vehicle will be required for entry.

Picnic Reservation Card

☐ *Yes! Please include me in picnic.*

#adults (include yourself) ______

Name ______________________

Work Area ______________________

Address ______________________

Ages of children ______

Home phone ______________________

Signature ______________________

Winter Street Reunion reminder

The Winter Street plant's fourth annual reunion will be held Saturday, Sept. 29 at FOP Hall, 2025 Olladale Drive.

Cash bar begins at 6 p.m. followed by dinner at 7 p.m. A DJ is scheduled to play from 8 p.m. to 11 p.m. Door prizes will be awarded.

Cost is $8/person. Please complete the form below and mail with reservation fee to the address on the form, or return it to one of the following people in the plants: Carol Stronczek, Judy Holzinger, Ruth Patterson, Joe Miller, Ron Smitley, Bessie Howard, June Schoeff, Carol Wertman, Phil Stackhouse, or Tom Perl.

4th Annual Winter Street Reunion

Enclosed is $______ for ______ reservations ($8/person)

Name ______________________

Address ______________________

Phone ______________________

Make checks payable to Marge Evans and return with coupon to Marge Evans, 5623-2 Old Dover Blvd., Fort Wayne, IN 46835.

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GE News

Fort Wayne
Vol. 72, No. 38
Sept. 20, 1990

GEM positioning for 1991

Improved customer service and productivity targeted

Take advantage of this opportunity

to learn more about the business and how your job fits into the big picture.

A videotape and communication packet detailing information shared at monthly Key Leadership Meetings is available from plant managers and functional managers.

Although financial results haven't been what we've expected, GE Motors is making gains in service and productivity. That has translated into added market share and solid repositioning for 1991.

At the Sept. 14 Key Leadership Meeting, GEM Vice President Steve O'Brien said the business has three objectives: 1) take better care of its customers, 2) continue to improve productivity, and 3) align base costs with volume.

"By the numbers, the picture is pretty depressing," said O'Brien. "But we are making progress. We're improving our funds flow and labor productivity... The bottom line is we're positioning ourselves for improved financial performance in 1991."

Quick response time crucial to improving customer service

Improving our response time to customers, both internal and external, is a priority, O'Brien said.

"A good start in reaching that goal is to answer the phone no matter whose phone it is or where that phone's located," he said.

Terry Gautsch, Manager – Customer Service Operation, gave an overview of GEM's customer satisfaction results. Gautsch said stock availability has made tremendous improvements and is not far from target. Promises kept is near target overall, but is significantly off target in Industrial. Quality (PPM) is improving. Overall, customer satisfaction is at "C."

The latest customer survey results are now being tabulated, and should be available in three to four weeks. "Although the business is trying to improve customer service, real progress

continued on page 2

Briefs

Remember When meeting scheduled

GE Women's Group "Remember When" will meet at Hall's Guesthouse on Washington Center Road Oct. 29. Social hour begins at 5 p.m., dinner at 6 p.m. Cost is $11. Any woman with a GE service date prior to Dec. 31, 1960 is eligible to attend. For reservationcall Jean Gladieux, 432-2260 or Florence Hargan, 432-2702.

Fall Golf Scramble entry forms available

GE fall golf scramble at Norwood Golf Course on Oct 6. Get entry forms from Jeff Coffee or your league manager.

Scramblers win W. Broadway League!

Good luck in Tournament of Champions at Sycamore Golf Course – Manchester on Sept. 22!

More briefs on page 3

GEM positioning for 1991, *from page 1*

begins when customers perceptions change," said Gautsch. The survey is a tool to help us gauge customer satisfaction, he said.

Work-Out key to business turnaround

In 1991, Work-Out will be focused in the plants, at the heart of our business. More production workers will be asked to participate in Work-Out sessions and change agent training. According to O'Brien, "I believe what we're doing with Work-Out is making a difference in our business."

Flagship distributors meet in Owensboro

What Flagship distributors heard from GE Motors is that we're committed to strengthening our partnership, most problems are behind us, and we need orders now.

Flagship distributors are a key channel for getting GEM's Commercial and Industrial motors into the marketplace.

According to O'Brien, a strong distribution network is a tremendous strength for the business, one that's tough to break down once in place.

"We need to better serve our partners in this area," O'Brien said, "and we need to make it easier for our Flagships to do business with us."

During the three-day session earlier this month, distributors toured the Owensboro plant, and according to Guy Rhoades, General Manager – Commercial and Industrial Sales, Owensboro is clearly a world-class facility.

"Production workers gave the tour and talked to the Flagship distributors," said Rhoades. "Our people were fantastic – highly motivated, with a 'can-do, we want your orders' attitude."

Broadway Hermetic Motor reunion reminder

The 6th Annual HMO Reunion will be held Saturday, Nov. 10, at Goeglein's on Maysville Road.

Social time begins at 6:30 p.m., dinner at 7 p.m. There will be a drawing for prizes. Music begins at 8 p.m. until 11 p.m. Cost is $9/person. Return the reservation below by Oct. 26. Make checks payable to Martha Musselman.

6th Annual HMO Reunion Reservation

Enclosed is $____________ for __________ reservations. ($9/person)

Name ______________________________________

Guest's name __________________________________

Home phone ________________________

Return this form and check (payable to Martha Musselman) to Sally Eichhorn, 4-5; Ed Evans, ACSD; or Martha Musselman, 1300 Daly Drive, New Haven, IN 46774.

Picnic News

Teams needed for b-ball tourney

Form teams now to participate in the GE Motors Picnic Basketball Tournament. Prizes will be awarded. Registering in advance will facilitate drafting the tournament draw prior to the picnic on Saturday, Sept. 29, at the Allen County War Memorial Coliseum Exposition Center. The tournament is single elimination, three players per team. Submit immediately the appropriate coupon below to Bill McShain, Building 18-3.

Also, people knowledgeable about basketball rules are needed to act as referees for the tournament. Professional experience not necessary. Submit your name to Bill McShain, Building 18-3 by calling him on ext. 2363 or submitting immediately the appropriate coupon below.

☐ Yes! Our team is ready for the challenge!

GE Motors Basketball Tournament

Team Name: ____________________

Team Captain/Contact person: ____________________

Location: ____________________ Phone ____________________

Send to Bill McShain, Building 18-3, 1635 Broadway, Fort Wayne, IN 46801-2204

○ Put me on the basketball referee list!

GE Motors Basketball Tournament

Name: ____________________

Location: ____________________ Phone ____________________

Send to Bill McShain, Building 18-3, 1635 Broadway, Fort Wayne, IN 46801-2204

More Briefs

Men's Power Volleyball planning meeting scheduled

A meeting for captains of volleyball teams is scheduled for Wednesday, Sept. 26 in the Trophy room of the GE Club bowling alley at 7 p.m. For more information, contact Dennis Sherman, ext. 2049.

90-91 Table Tennis League forming

GE Table Tennis League is reforming for the 90-91 season! This is a handicap league. You do not have to have a high skill level to enjoy the game.

The GE Club gym is scheduled for table tennis every Tuesday and Thursday from 5 p.m. - 6 p.m., except where preempted by holidays or certain other events. When the league has been organized, players are generally scheduled to play once per week, with open play available on the alternate day.To organize the league and establish handicaps, six practice sessions are scheduled starting Sept. 18 and continuing each Tuesday and Thursday at 5 p.m. Come over and try your hand. Sign up at one of the practice sessions, or call Dale Yoder, ext. 3212, or Phil Herrick, 485-5704.

Ads

For Sale

2 air conditioners, GE, *2yrs old – $75, $50, 747-5111.*

'85 Mercury Lynx 2dr, *red, well maintained – $2,700, 447-5620.*

'90 Redmond 14x72, *2br, 2bath, Village of North Oak, like new, 489-3425.*

2 burial cripts, *Covington Memorial Gardens, 636-7531.*

Jointer – $195, 589-2553.

'69 Lincoln Mark III Cont. Classic *– $3,500, 489-3844.*

Full size Lowrey Organ *– $350, 639-3859.*

Two chest of drawers *for child's room – $90, 344-1441.*

Brick 3br, 1-1/2 bath, *cath ceilings, fenced yard on cul de sac, SE – $38,900, 456-5732.*

Glass qt. jars *for canning – $2/doz, ex cond, long, new formals, never worn – $5-$8/ea, good buy, 424-2993.*

Wanted

Housecleaning jobs, *747-6546.*

Program disks *for Micom 2001E word processor, 357-5367.*

Lionel, American Flyer *and rains, any cond, 724-8011 after 5pm.*

Health column promotes health and healthy behaviors

Dr. Ball's column will appear periodically in the GE News. You can write him with suggestions/comments at 1635 Broadway, Building 21, Fort Wayne, IN 46801.

"I see my role as an enthusiastic supporter of a very important asset to the GE Motors business: The health and safety of its workers."

Dr. A. J. Ball, Medical Director

As the new Medical Director at GE Motors, I see my role as an enthusiastic supporter of a very important asset to the GE Motors business: The health and safety of its workers.

I am a native Ohioan and my original goal in medicine was to obtain training in family practice and return to a small community in need of a "general" practitioner. Through the U. S. Public Health Service, I worked for several years in such a community in rural western North Carolina. It was there that I became interested in preventive medicine, which is ideally what health care in an industrial setting is all about.

One of my frustrations when I was in family practice was that people tend to take their health for granted. A famous twentieth century medical scientist, Rene Dubos, put it best when he observed, "To ward off disease or recover health, people as a rule find it easier to depend on the healers than to attempt the more difficult task of living wisely."

After deciding to receive additional training in occupational medicine, I practiced the specialty for six years in central Ohio. Though the specialty puts a high premium on health promotion and disease prevention, I soon found that the majority of my work in occupational health was still in managing existing disease and injury. So far at GE Motors, the majority of time spent has also been in putting out or containing "fires," not preventing them.

My hope is that an occasional personalized health column in the GE News will serve to promote health and healthy behaviors among readers. Topics will include cholesterol, backache, community health resource phone numbers, and worker's compensation insurance explanations, to name a few. I may throw in an occasional quiz on health subjects such as nutrition. Suggestions and constructive criticisms are welcome.

I am excited about the challenges of working here and feel privileged to be working with such an able and dedicated nursing staff and among an able and dedicated work force. My family and I are slowly but surely getting settled in Fort Wayne. Susan, my wife of 11 years, is a pediatrician and has started working part-time with a group of pediatricians in the city. Our daughter, Kelcye (age 8), and son, David (age 6), are enrolled in John S. Irwin Elementary School.

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GE News

Fort Wayne
Vol. 72, No. 39
Sept. 27, 1990

Your donations feed hundreds

***Editor's note:** The following text is written by Vernon R. Graham, Executive Director – Associated Churches of Fort Wayne and Allen County, who expresses his appreciation to GE employees for their generous contributions during the Food Drive.*

Thanks to you and all of the General Electric employees for the special food/funds collection on June 11, 1990. Your gift of $15,549.64 with matching GE Foundation Funds and 850 pounds of food will mean hundreds of meals for the unemployed, the underemployed, and the historic poor in Fort Wayne and Allen County. Since the Associated Churches Emergency Food Bank Program began in November 1990, over 3 million meals have been given to 250,000 Fort Wayne and Allen County residents. In the nine years that GE has been an active participant, GE management and the unions have helped by collecting $84,000 and 23,000 pounds of food.

Your corporate leadership has helped to involve Lincoln Life Insurance Co., General Motors, Central Soya and Magnavox in similar food collections throughout the year. This would never have happened without GE's leadership.

On behalf of the hungry of this community, again, I would thank you for your support. Blessings to each of you for helping to make Fort Wayne and Allen County the very best place it can be.

Sincerely,

Vernon Graham

Vernon R. Graham
Executive Pastor

GE creates Environmental Research Center

An Environmental Research Center has been established within the GE Research and Development Center at Schenectady, N. Y., to focus on practical applications and commercial opportunities for newly developed environmental technologies.

Samuel A. Schulhof, a former associate administrator with the U. S. Environmental Protection Agency, has been named director of the new Environmental Research Center. He comes to GE from the University of Pittsburgh, where he was an associate vice president for research and served as executive vice president and chief operating officer of the University of Pittsburgh Trust.

The new center will help GE deliver products that are environmentally sound from design and production through use and disposal. It will serve as a resource for GE's 13 key businesses, focusing company efforts on solutions to environmental problems related to each business.

continued on back

SSHS mentor orientation scheduled

There will be an orientation/training session for all South Side High School mentor volunteers at the high school on Wednesday, Oct. 10, at 2:45 p.m.

If volunteers have not filled out and returned their application forms, they should do so right away.

If there are any other interested volunteers, or if you have questions, call Dick Schwartz, ext. 2267.

Basketball league meeting set

There will be an organizational meeting for the GE Club Basketball League at 5:15 p.m. on Thursday, Oct. 4 in the GE Club Lounge. Anyone interested in entering a team in the league should attend. For more information, contact Carl Clancy at 744-2482 or Bernie Ebetino on ext. 2512.

Golf scramble entries due

The GE Fall Golf Scramble is set for Oct. 6 at Norwood Golf Course. Get entry forms from Jeff Coffee or your league manager.

Picnic News

Dunk'em and make a wish

The GE Motors Picnic this Saturday will feature a dunk tank. Participants are listed below with times they are scheduled to appear. Donations will be accepted, and will be given to the Make a Wish Foundation. **Participants should arrive at the tank 10 minutes prior to their scheduled time.**

11:40	Bill McShain
12:00	Greg Delaney
12:20	Judy Johnson
12:40	Fred Eckart
1:00	Jim Lorree
1:20	Jeff Cary
1:40	Mike Nicoletta
2:00	Phil Lippert
2:20	Dick Schwartz
2:40	Tom Laird
3:00	Ed Kimmet
3:20	Tom Delong
3:40	Rhonda Gage
4:00	Roshan Chhabra
4:20	Joe Barranco

Environmental Research Center, from front

The new center will act as the focal point for coordinating environmental R&D for the existing technical organizations, which are already deeply involved. For example, the Engineering Physics Research Center is developing new methods for reducing air pollution while the Chemical Research Center has a large group of biotechnologists working on PCB (polychorinated biphenyl) bioremediation programs.

Schulhof said he looks forward to forging the partnership among Corporate R&D, the 13 key businesses and Corporate Environmental Programs. This partnership will create the necessary synergy to help GE find cost-effective solutions to the problems of the past; to assure that technological solutions are provided where applicable to assist on-going compliance; and to make GE the technological leader environmentally for the future.

Fireman's Christmas party scheduled

The annual Christmas Party is set for Dec. 1 at the Southwest Conservation Club on Bluffton Road. Cocktails begin at 5 p.m. with dinner at 6 p.m. Make your reservation with a $5 deposit (refunded at party) for this fun evening! **Send coupon to Judy Adams, 1635 Broadway, Fort Wayne, IN 46801, or you may call her on ext. 3366.**

GE Volunteer Firemen Christmas Party
Dec. 1 '90

Name ______________________________

Address ______________________________

Phone ______________________________

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GENERAL PERIODICALS
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GE News

Fort Wayne
Vol. 72, No. 41
Oct. 11, 1990

New organization cuts bureaucracy, aids customer service

Steve O'Brien called a special Key Leadership meeting Friday, Sept. 28 to announce an organization realignment that he says will simplify communications, accelerate the decision-making process and focus even more intensely on our number one business objective — customer service.

Basically, the four component motor business teams — HVAC, Appliance, Industrial, Commercial, has been consolidated into two and the GM - Motor Business Programs position has been eliminated.

Here are the details:

- Roger Morey has been appointed Vice President - Appliance and HVAC Motors, and Roshan Chhabra has been appointed General Manager - Commercial and Industrial Motors. According to O'Brien, this consolidation of the program management organization will continue to maintain a strong customer focus and will facilitate priority-setting and the decision-making process.
- Guy Rhoades has been appointed GM - Marketing and Sales, with responsibility for activities in Appliance, HVAC, Commercial and Industrial segments.
- To leverage talent and minimize duplication, the managers of Sourcing, Information Systems, and Finance have assumed direct responsibility for their respective functions across GE Motors, including Industrial Drive Motors and GE Appliance Controls.

The following people will report directly to Steve O'Brien:

VP & GM - Appliance & HVAC Motors – Roger Morey
GM - Commercial & Industrial Motors – Roshan Chhabra
GM - Industrial Drive Motors – Dick Barker
GM - Appliance Controls – Tom Brown
President - BG Automotive Motors – Gary Martin
GM - Marketing & Sales – Guy Rhoades
GM - Technology – Jon Ebacher
GM - Manufacturing – Joe Barranco
Manager - Finance – Bill Graber
Manager - Sourcing – Jim Hanrahan
Manager - Information Systems – Jack Sprano
Manager - Human Resources – Bob Osman
Manager - Business Development – Helene Mawyer
General Counsel – Rich Rittenberg

During the next few weeks, these individuals will define their organizations in more detail.

O'Brien also had some key messages for the coming year:

- Despite weak markets in 1991, GE Motors will be better in terms of quality, customer service, total cost productivity and net income.
- Be selective about new programs! Use your Work-Out stamp to challenge those things we do that don't make sense to you.
- Work-Out focused in the plants in 1991.
- Continue to invest in training.
- Move quickly to complete organization changes.
- There are no blanket edicts. If you have a better idea, we will listen.

"If we can work together and focus on the customer in the coming months, we are going to be winners," O'Brien said.

The meeting was not videotaped, however, an information packet was given to each key leadership team member to be shared with employees throughout the business.

INSIDE:

*PICNIC makes a **splash!** Plenty of photos on pages 2,3.*

GE improves pay benefits for employees serving in Middle East. See page 4.

Employee picnic makes a splash...

About 4,000 people attended the GE Motors picnic last month. And as these pictures tell it, they had a splashing good time.

You can take that literally, because one of the most popular attractions at the picnic was the dunk tank. Special thanks to all the good sports who volunteered to get dunked! The event brought in $204.76 for the Make A Wish Foundation, an organization that grants wishes for children who suffer from life-threatening illnesses.

In addition to the dunk tank, the picnic offered children's games, caricature artists, competitive sports, door prizes, live music, bingo and lunch.

Thank you to the numerous volunteers who worked hard to help make the picnic a great success!

Jelly Bean Jar
GE Motors Picnic '90

...in more ways than one!

GE Motors Picnic '90

Elex Calendar

Oct. 11 - 14
Trip to Dollywood, in Pigeon Forge, Tennessee.

Oct. 18
Cash Bingo Luncheon at Heritage House, 4747 Lima Road, Fort Wayne, IN. Lunch is at 11:30 a.m. with bingo following.

Oct. 23
Elex Executive Board Meeting to be held in 18-1, Broadway conference room, at 5 p.m.

Benefits

GE improves pay, benefits for employees in Guard, Reserves on active duty in Middle-East

Special pay and benefit improvements for GE employees in the National Guard or U. S. Military Reserves who volunteer for or are called to Active Military Duty in connection with the current Middle East crisis have been approved by the company. These improvements are in addition to other pay and benefit provisions that already apply to employees who enter military service.

According to Tom Burns, GE's corporate manager for Employee Benefits, employees eligible for the special improvements include 1) those in the National Guard or U. S. Military Reserves who volunteer for active military duty on or after Aug. 2, 1990 (date of Presidential Order) in regard to the Middle East conflict.

Pay improvements will include a special one-year pay arrangement upon enlistment for Active Military Duty consisting of a one-month pay allowance plus a military pay differential for up to an additional 11 months. (The pay differential will equal the difference between the individual's military pay and GE pay.) In addition, unused vacation days may be paid as an allowance, at the employee's option.

Benefit improvements, applicable for the duration of the employee's Military Leave of Absence, will include:

- Continuation of full dependent coverage under GE's Dental Assistance Plan
- Continuation of dependent coverage under the GE Personal Accident Insurance Plan
- Interest rates capped at 6% on ReadiLoans under the GE Savings & Security Program as well as on educational loans.

Eligible employees will also be permitted to continue contributions to the Health Care and Dependent Care Accounts under the GE Flexible Spending Accounts for up to one year, after which they can elect extension of health-care coverage under COBRA (Consolidated Omnibus Budget Reconciliation Act).

Among other benefit provisions currently in effect for these individuals are Reemployment Rights, continuation of Comprehensive Medical Benefits dependent coverage for the duration of the employee's military leave, accumulation of service credits under the GE Pension Plan during the employee's military leave, and continuation of GE Life Insurance and S&SP Life Insurance coverage for 120 days.

"We are pleased that the company is providing these improved pay and benefit arrangements for the GE men and women whose lives and family situations are being disrupted by the recent Middle East developments," Burns commented.

If you have questions on this subject, contact your employee relations representative.

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GE News

Fort Wayne
Vol. 72, No. 42
Oct. 19, 1990

Sourcing recognized for supporting minority-owned businesses

GE Motors has been recognized as October's Travelling Trophy winner for its performance in developing and supporting minority suppliers.

Jim Hanrahan, Manarger – Sourcing, and Mary Anna Entwisle, Buyer, were presented with the plaque last week by the Indiana Regional Minority Supplier Development Council.

From left to right: Mary Anna Entwisle, GE Motors Buyer, Dr. Jack Felger, Northern District Coordinator – IRMSDC, Inc., Al Rodriguez, Chairperson – IRMSDC Minority Input Committee, and Jim Hanrahan, Manager – GE Motors Sourcing.

"We're really glad you won it," said Dr. Jack Felger, Northern District Coordinator – IRMSDC, Inc. "You deserve it."

GEM won the award competing in a field of about 30 large corporations in Northern Indiana. The corporation which purchases the most (measured in dollar volume) during a month from minority businesses wins the trophy for the month. At the end of the 12-month period, the corporation that has won the most times, keeps the trophy.

"We're very pleased to be presented with this trophy, and we're striving to win it again in the future," Hanrahan said.

Says Entwisle, "We're in distinguished company." GTE, Magnavox and Rea Magnet Wire have also been winners.

The trophy is being displayed through the end of the month in the East Broadway Reception Center.

INSIDE:

Smoking kills many. See Dr. Ball's column on page 2.

Vacation Banking deadline approaches. See page 3.

FSA's can save you money. See page 4.

Dr. Ball on Health

Ex-Surgeon General's crusade against smoking comes to town

Recently retired U. S. Surgeon General Dr. C. Everett Koop was in Fort Wayne Oct. 11 to speak to a large and attentive audience at the Scottish Rite Auditorium. Most of us remember Dr. Koop as an outspoken supporter of the many public health issues – from AIDS to health care delivery for the poor – our country faced in the 1980's. His topic last Thursday night concerned the health efforts of tobacco use, and he has gladly continued his leadership role in the public health movement toward a smoke-free society by the year 2000.

Dr. Koop's message was clear. Three hundred-ninety thousand deaths last year in this country are attributable to smoking. (There were 2.1 million total deaths in 1986.) If any other substance or cause of this large number of deaths were identified, one would expect public outrage and swift corrective action.

But not with tobacco.

Our government has been held hostage by tobacco since the American Revolution, a war in which tobacco, used as a cash crop, helped finance. Today, the tobacco industry spends $4,000 per minute in advertising! That's not to encourage non-smokers to start, so they say, but to maintain and gain marketshare for their brand.

Dr. Koop is hopeful that the high school graduating class of 2000 will lead the way toward a smoke-free society in the 21st Century because of intensive educational efforts which have been started since this group entered Kindergarten. The message is clear. Many scientific studies from different parts of the country and at different times have confirmed cigarette smoking as the largest avoidable cause of premature illness and death. So don't get started. To think that we export tobacco to developing countries and support its price in the marketplace is mindboggling.

Newer research makes the benefits of quitting smoking much broader and all the more persuasive. Children living in the same households as smokers have a higher rate of respiratory illnesses and middle ear infections. Non-smoking spouses of smokers have a higher lung cancer rate than non-smoking couples. Smokers as a group are absent more often from work, incur higher health care costs and are involved in more accidents than non-smokers. Second-hand smoke and smokers are more than simply a minor annoyance.

There is hope for smokers who quit.

> ***"390,000 deaths last year in this country are attributable to smoking."***

A new report, "The Health Benefits of Smoking Cessation," was just published by the new Surgeon General. It offers the following arguments for smokers to quit: "1) Smoking cessation has major and immediate health benefits for persons of all ages and provides benefits for persons with and without smoking-related disease; 2) former smokers live longer than continuing smokers; 3) smoking cessation decreases the risk for lung and other cancers, heart attack, stroke and chronic lung disease; 4) women who stop smoking before pregnancy or during the first 3 or 4 months of pregnancy reduce their risk for having a low-birth-weight infant to that of women who never smoked; and 5) the health benefits of smoking cessation substantially exceed any risks from the average 5-lb. weight gain or any adverse psychologic effects that may follow quitting.

The why's of quitting are certainly convincing, but the how-to's are a bit more troublesome. Since the nicotine in tobacco smoke is addicting, it is hard for the 90% of smokers who supposedly want to quit to actually succeed. Eighty-five percent of those who want to quit will accomplish the feat on their own though they may take several times to quit for good. The remaining 15% will require temporary help from outside support groups such as the American Lung Association and American Cancer Society, or from a periodic warning from their personal doctor and possibly a prescription for nicotine gum.

To show our support for the health benefits of quitting smoking, we as a business will participate in the American Cancer Society's Great American Smokeout and Adopt a Smoker Programs next month.

So if you're a smoker – don't take your health for granted. Keep trying to quit. Your personal resources in the effort will surprise you! There are lots of reasons to stop and a lot of former smokers and non-smokers out there to help. Two places to start are the American Lung Association, 426-1170 or the American Cancer Society, 422-3911.

You can call Dr. Ball on ext. 3600 with comments/suggestions for his column.

Vacation Banking decision must be made by November 30

November 30 is the deadline for returning Vacation Banking Arrangement forms to Payroll if you want to "bank" part of next year's vacation. The forms for banking vacation will be distributed to eligible employees early in November.

You are eligible to bank some or all of your vacation in excess of three weeks if, as of December 31, 1990, you are entitled to more than three weeks of vacation in 1991. However, exempt-salaried employees whose GE earnings were more than $54,480 in 1989 are not eligible for Vacation Banking. (The earnings limitation is adjusted annually based on IRS tax regulations.)

When you "bank" vacation days, you agree to give up the time off from work represented by those days and to work instead. In return, GE puts an amount equal to your gross pay for those banked vacation days into your Savings & Security Program account.

The money is invested in the securities of your choice — GE Stock, Mutual Funds, ST (Short Term) Fund, LT (Long Term) Fund, MM (Money Market) Fund, or U.S. Series EE Savings Bonds. And like all securities in S&SP, your Vacation Banking investments accumulate income over the years through either interest or dividends.

You aren't taxed on your Vacation Banking investments until they are withdrawn or until your account is paid out to you after you retire or otherwise leave GE's employment.

It's not necessary to be a current participant in S&SP to use Vacation Banking. If you don't have an S&SP account, one will be opened for you.

Once you've made your decision regarding Vacation Banking, you can't change your mind after November 30 in regard to the 1991 vacation year. Government regulations don't permit a change.

Withdrawal provisions

You can make one annual "on request" withdrawal for any amount of Vacation Banking savings, as well as other S&SP after-tax employee savings, company matching payments, and income on those amounts after they have been in the Savings & Security Program for at least two full calendar years.

For example, vacation pay banked in 1988 and earlier years can be withdrawn anytime in 1991 for any reason. If you elect this November to bank 1991 vacation, you will be able to withdraw those investments in 1994.

In addition to the annual "on request" withdrawal, Vacation Banking amounts, regular after-tax savings, company matching payments, and income on these S&SP savings are also eligible for withdrawal at anytime for certain "qualified" reasons. The reasons include serious family financial emergency, purchase of a primary residence, payment of college tuition expenses, and layoff continuing for six months. Withdrawals can be made for these reasons no matter how long the savings have been in the program.

Important tax considerations

Under current IRS tax-law regulations, you will generally incur a 10% additional income tax on the taxable portion of withdrawals of S&SP savings unless you are over age 59-1/2. This is on top of the regular income tax owed on the amount withdrawn.

The tax law also affects how much vacation some employees are able to bank. It puts limits on additions that can be made to qualified benefit plans like S&SP and the GE Pension Plan.

The law limits total additions to these plans to 25% of an employee's taxable compensation or $30,000, whichever is less. Additions include:

- Regular after-tax matched and unmatched employee savings in S&SP
- Deferred Pay Account savings in S&SP
- GE's matching payments under S&SP
- Money added under the Vacation Banking Arrangement
- Employee contributions to the GE Pension Plan

S&SP participants who have made unmatched additional savings of 5% to 10% of their earnings in

continued on page 4

Ads

For sale
Brick 3br, 1-1/2 bath, cath ceilings, fenced, on culdesac, SE – $38,900, 456-5732.
'78 Articat, '80 Polaris snowmob, covers, xtras, w/2 plc.
Leyland trlr – $2,000/pkg, 485-7811.
Oak Buffet, pecan finish, A+ cond – $60, 436-5776.
'85 Tempo GL, auto, air, cass, rear defog, 432-6170.
'86 LeBaron GTS, ex cond, xtras, 62K mi, 432-7153.
5pc dinette, glass w/ oak trim, very gd cond, 436-0185.
2story, 3br on 3-1/2 acre wooded lot, hwy3 S near GM, 485-9870.
Concrete ped bird baths – $35, 744-5817.
Royal Traveler 2suiter navy, used once – $15, 744-0773.
14cu ft GE Refrig, good cond, 489-6764.
Central Fl mob home in golf resort, 432-0112.
Carpet, 5 rm, 3 colors, ex cond – $3/yd, 485-6830.
Gibson Elec range – $100, 424-0221.
Bed spreads, drapes, sheers, hosp bed, 639-6061.
Span LR Suite & chr, 745-5626.
Drafting machine & scales, 744-2405.
Tool & die mers. tools, indicators, mikes, etc., 436-5776.
Singer Compact, lightweight, fr-arm w/ light – $170, 693-9604.
Computer, Amiga 1000, color – $700, 432-0751.

Vacation Banking, from page 3

1990 could find they will exceed the limits when they elect Vacation Banking this November. Since the elections for banking next year's vacation are made in 1990, the additions will count against the 1990 limits.

If the number of days you elect to bank exceeds the number that you are entitled to bank under the limitations, the company will make an appropriate reduction and you will be notified.

Of course, any banked vacation that exceeds the tax-law regulations will not lost, but may be taken as regular vacation.

If you're eligible for Vacation Banking but haven't received an election for by mid-November, check with your employee relations representative.

MAIL INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail non-intracompany address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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Benefits

FSA can save you money

Thousands of GE people have increased their 1990 take home pay by participating in the GE Flexible Spending Accounts program (FSA). You can join them in 1991 by signing up during the 1991 FSA open enrollment period which runs from Oct. 29 through the end of November.

Two kinds of accounts

FSA was added to the GE benefits package in 1990 to help employees offset their out-of-pocket costs for health care and dependent day care. It features two kinds of accounts: A Health Care Reimbursement Account and Dependent Care Reimbursement Account. You can open one or both, depending on your needs. In a Health Care Account, you can deposit from $100 - $2,000 per year and save taxes on a wide array of health, dental, vision and hearing care costs. Through a Dependent Care Reimbursement Account, you can save taxes on the day care costs for your eligible dependents, up to $5,000 per year. Once you've signed up, the total annual amount you've selected is deducted from your pay in equal portions every pay period and deposited in your account – tax free. After you pay eligible expenses and submit your claims, reimbursement – again tax-free – is made directly to you.

Increase your take-home pay

By electing to participate, you can save on Federal and Social Security taxes, and in most cases, state and local income taxes. As a result, you increase your take-home pay. Here's why: on every $1 you earn, you normally must pay Federal and Social Security taxes. By participating in FSA, you don't pay those taxes on the amounts you deposit in your account(s), so you get the full $1.

Free savings estimates

If you're wondering how much FSA can save you, call the GE flexible Spending Accounts Center at 1-800-252-5259 for a no-obligation estimate of your tax savings based on the amount you wish to deposit in your account. Remember, you must enroll to participate in 1991, even if you were an FSA participant in 1990.

All FSA enrollments will be handled by a telephone voice response system. The system is private and easy to use. To use it, you will need a Personal Identification Number (PIN). This is the same PIN you use for the GE Savings and Security Program. If hou haven't selected a PIN, call the GE Transaction Processing Center at 1-800-432-4313 and ask to have a PIN registration packet sent to you.

Watch future issues of the GE News for more information on this benefit plan.

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GE News

Fort Wayne
Vol. 72, No. 43
Oct. 26, 1990

INSIDE:

ConSern Loan applications available locally. See page 4.

They prepared to send Tom home to die...

"I'm not an alcoholic, I'm not illiterate, I'm not a battered wife..."

In fact, no one in the room could guess from looking at her that she had any problems whatsoever. But Dar Richardson is like many who need help from the United Way.

"My husband was diagnosed with terminal cancer...and after much treatment, there was nothing more the doctors could do, and they prepared to send Tom home to die," Dar said.

Dar and her family were not prepared to care for her dying husband. She had had no experience caring for someone

Continued on page 2

United Way helps more than the poor

Your dollars go a long way to help the less fortunate in your community. And as Dar Richardson points out in the accompanying article, United Way helps more than the poor. By giving to the United Way, you help mold a better future for your children and your community.

Here's what your donation will buy:

$1 –	A meal at the Rescue Mission.
$5 –	Referral for food and shelter at First Call for Help.
$10 –	A bed for a homeless person.
$13 –	Transportation to and from a physical therapy session at Turnstone Center for Disabled Children and Adults.
$22 –	Pays for a 1/2-hour therapy session for a crippled child or adult.
$50 –	Pays for one week of day camp for a child at the YMCA.
$100 –	Supports child abuse prevention training for 10 adults.

Also, be assured that 96-cents of every dollar you contribute goes directly to the needy; only 4-cents goes to administrative costs. Either directly through one of the 30 agencies and 61 programs involved, or indirectly by making Allen County a better place to live, your gift will help everyone in your community.

This week, fellow employees will be asking you to donate to the United Way. Thousands in your community hope you say yes.

Close call prompts safety reminder

Editor's note: The following letter is from Gerald Houser, Manager – Plant Protection & Security

A recent "close call" near the Lindley Gate involving a pedestrian and a speeding vehicle has prompted this safety reminder.

Employees who drive in any of the GE parking lots must obey a posted speed limit of 15 MPH. Careful driving habits are as essential inside the facility as they are on the public streets. n approaching the gate entrances/exits, be prepared to stop; then proceed with caution through these heavily travelled areas. ***Remember, pedestrians and forktrucks always have the right-of-way.***

Employees who are entering or leaving on foot have an obligation y within the yellow-lined walkways. The walkways have been designed with pedestrians' safety in mind. If you disregard or stray from them, you are increasing your chances of being involved in an accident. Another established policy states that running on Company property is prohibited. Please try to remember this when leaving the plant.

Safety is a concern shared by each of us, and only by a cooperative effort will each of us benefit.

UNITED WAY, from page 1

terminally ill – especially someone to whom she was so closely tied emotionally.

Still, the hospital needed the space, and the doctors felt Tom could receive his care at home. "They gave us a ticket to ride the most frightening roller coaster."

That's when the United Way stepped in...through a program offered by Hospice.

A Hospice nurse helped Dar and her family set up Tom's hospital bed at home. The nurse visited daily to give assistance and encouragement.

But after five days, Tom's pain had become so bad that he was disoriented. The Hospice nurse worked 3-1/2 hours to find approval to get Tom back in the hospital. But after four days in the hospital, Tom died.

"I want people to understand how valuable Hospice was to us," said Dar. "They made an unbearable situation a little easier to bear."

Three months passed from the time Tom was diagnosed to his death. And Hospice didn't stop helping when Tom died. Hospice gave Dar bereavement counseling afterward.

"I thought these things happen to other people. Never in a million years did I think I would need the United Way," said Dar.

But she did need them, and said she's thankful she didn't have to go through Tom's death without them. "Mostly, they taught me that there is a life, a future for me without Tom."

Fall in with the right crowd... Donate blood!!!

The Red Cross Bloodmobile will be at the GE Club on Tuesday, Nov. 13, from 11:30 a.m. to 4 p.m.

Please complete and return this form to Bob LaDue, Building 26-2, by Tuesday, Nov. 6. Donors will be notified as to the exact time they are to visit the Bloodmobile unit.

(Please print)
Name ______________________________

Dept. ________________ **Lunch Period** __________

Shift ______________ **Work Phone** ______________

Supervisor's Name & Loc. ____________________

____

Fireman's Christmas party scheduled

The annual Christmas Party is set for Dec. 1 at the Southwest Conservation Club on Bluffton Road. Cocktails begin at 5 p.m. with dinner at 6 p.m. Make your reservation with a $5 deposit (refunded at party) for this fun evening! Send coupon to Judy Adams, 1635 Broadway, Fort Wayne, IN 46801, or you may call her on ext. 3366. Deadline is Nov. 16.

GE Volunteer Firemen Christmas Party
Dec. 1, 1990

Name ______________________

Address ______________________
____

Phone ______________________

GE Golf Results

Tournament of Champions

1. Mel Guillaume, Jim Closson, Tom Morken, Jim Witzengreuter – 33.
2. Mike Tussey, Marc McMahon, John Stiver, Scott Pazdell – 41.
3. Jerry Gottschalk, Mel Guillaume, Dave Reas, Ron Fields – 58.
4. Glen Cole, Fred Shinneman, Bob Stano, Dave Bowers – 58.5.
5. Bill Sutton, Bob King, Gary Eshelman, Ralph Buckmaster – 68.
6. Larry Phillips, Dave Reas, Lyle Johns, Ron Fields – 74.5.
7. Dennis DeGroff, Ron Krefta, Ron Blackburn, John Blair – 85.
8. Steve Knowles, Bob Mitchell, Bob Stacey, Carlos Nugent – 109.

Fall Scramble

1. Mark McMahon, Mike Tussey, John Stiver, Scott Reed – 59.
2. Bruce Wilson, Warren Auld, Fred Shinneman, Gaylord Gerke – 60.
3. Glenn Cole, Dean Rodenbeck, Dick Mills, Tom Rodgers – 60.
4. Mike Nicoletta, Mike Atwood, Mike Wilkens, Al Kruetzman – 60.
5. Jim North, Scott Pazdell, Raymond Adcock, Greg Norris – 60.
6. Rusty Patterson, Ned Shimer, Don Homer, Bill Ausdrem – 61.

Ads

For Sale

***'89 Pontiac GrandAm**, 4dr, ex cond, 30K mi, xtras – $8,500, 482-3481.*
***Gibson dishwasher**, like new – $85, 424-0221.*
Shopsmith Mark V, very gd cond, 219-456-5098.
***6-fm gar sale** across from Ossian Furn, Ossian. Clothes, furn, etc., Oct 20-21.*
***Homecraft tabe saw** – $65, Shopmaster jig saw – $25, woodcarving tools, 484-5743.*
***2-wood ext doors** w/glass pane + 2 match storms, 489-3844.*
***'69 Lincoln Cont. Mark III** – $3,000 firm, 489-3844.*

For Rent

***NW unfurn house** – $300/mo, 747-4066.*
***Apt, unfurn**, appl, basmt, 1br, nice yd, porch, no pets – $250, Ont. St., 489-3844.*
***SW redecorated** lower 3rm apt, furn/unfurn, all utilities – $200/mo, 747-4066.*

Wanted

***Typing tutorial** for IBM compatible computer, 484-4515.*
***Lionel, American Flyer and Marx Trains**, any cond, 219-724-8011.*

Open Bowling at GE Club

Open bowling is scheduled at the GE Club bowling alleys from 9 a.m. to 1 p.m. on Mondays. Come for lunch and bowl a game or two. Open bowling is also available on Friday evenings from 5 p.m. to 8 p.m. and Saturday evenings from 5 p.m. to 10 p.m.

Call (428)-3242 to reserve an alley.

The Sunday night mixers league has openings. They bowl at 6:30. Call Mary Kern, 486-7319 for more information.

In memory

Vilora Schnepp, 94, of Angola died Sept. 25. She retired with 15 years service.

Thomas A. Gouty, 77, of Jacksonville, Fla., died June 29. He retired with 40 years service.

J. Richard Garvin, 76, of Columbus, died Sept. 24. He retired with 37 years service.

Gerald F. Martin, 53, died Sept. 9. He was a technical support specialist.

Alma A. Tarney, 87, died Sept. 7. She retired in 1968 with 31 years service.

Darce D. Campbell, 79, of Angola, died Sept. 5. He retired in 1960 with 30 years service.

Carl C. Zion, 78, died Sept. 4. He retired in 1973 with 29 years service.

Lois Hebble, 66, of Decatur, died Sept. 16. She retired in 1984.

Fannie R. Amstutz, 93, of Berne, died Sept. 16.

Ronald H. Bowsman, 51, died Sept. 15. He retired in 1989.

Donald L. Fox, 89, died Sept. 6. He retired in 1976 with 43 years service.

William J. Gephart, Sr., 58, died Sept. 11. He was a wire mill worker for 37 years.

Thurman "Doc" Fuhrman, 79, died Aug. 18. He retired in 1974 with 45 years service.

A. C. Johnson, 41, died Aug. 31. He had 21 years service.

Charles B. Brubaker, 82, of South Whitley, died Sept. 1. He retired in 1968 with 43 years service.

Paul M. Shive, 87, died Aug. 31. He retired with 22 years service.

Paulus Adams, 84, died Sept. 2. He retired in 1971 with 45 years service.

Sol London, 70, died June 25. He retired in 1987 with 43 years service.

FSA info being mailed to homes

Important information about the GE Flexible Spending Accounts (FSA) program is being mailed to the homes of all employees.

In addition to providing details about the FSA program, it explains that all enrollments will be taken by telephone and will require a Personal Identification Number (PIN). This is the same PIN you use for the GE Savings & Security program. If you haven't selected a PIN, call the GE Transaction Processing Center at 1-800-432-4313 and ask to have a PIN registration packet mailed to you.

ConSern Educational Loan brochures, application forms now available here

The availability of a new educational loan program, called "ConSern: Loans for Education," was recently announced in the GE News. Because information brochures and loan application forms were not yet available locally at the time of the announcement, an 800 telephone number was listed for obtaining additional information and application forms.

ConSern Loan information brochures and application kits are now in stock here and may be obtained by contacting your employee relations representative. THe 800 number should no longer be called to obtain application forms.

Key features

Here, once again, are some of the key features of the ConSern educational loan program:

- You or any member of your family may apply for a ConSern Loan.
- The student may borrow up to $25,000 per year, or as little as $1,500 per year.
- The student may borrow for required expenses such as tuition, room and board, fees, books, computers, supplies, personal living expenses and trnasportation.
- The interest rate on a ConSern Loan is based on the Commercial Paper Rate, as published in the Wall Street Journal, plus 3.6%.
- You have 15 years to pay back the principal, with the option to defer repayment of the principal for up to four years while the student is in school.
- You may apply for this loan at any time throughout the year. There is no cut-off date.

If you have further questions about the new ConSern Loan program, you may contact the ConSern Loan office in Herndon, Va., by calling 1-800-SOS-LOAN (but noto request forms, which are available here).

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GE News

Fort Wayne
Vol. 72, No. 44
Nov. 2, 1990
Special Edition

The only things missing were the ants!

GEM's 1st all-employee picnic a big success

Thanks to everyone who participated in this year's picnic, the day was a huge success!

From dunk tank to moonwalk, caricatures to bingo, basketball and volleyball to ping pong and bean bag toss – the picnic offered something for everyone. One picnic-goer put it this way – "The only things missing were the ants!"

Award makes picnic possible

The picnic was made possible with money from a Corporate Award to GE Motors for its work on cycle time reduction.

"GE Motors received that award because of the efforts of all our employees," said Joe Barranco, General Manager – Manufacturing. "So we wanted all employees to share

continued on page **2**

> *"With the same ingenuity that won the business the ($25,000) award, employees created a picnic that was exciting and on budget."*

continued from page 1

in that award, and we thought the picnic was a good way to do that."

The award was for $25,000, and with the same ingenuity that won the business the award, employees created a picnic that was exciting and on budget.

"This picnic could not have happened without the commitment from employees and retirees on the volunteer planning committee," said Barranco. "They did an outstanding job, and are a testimonial to

continued on page 4

GE Motors
Picnic '90
September 29, 1990

continued from page 2

the kind of good people we have working here at Motors."

Donations part of the success

Part of that employee ingenuity got one retiree round-trip airfare. That was just one of many picnic prizes. **A thank you from the picnic committee to the following companies for their generous contributions to our picnic.**

AAA Travel Agency
Alexander's
Allen Travel Agency
Amishville USA
ARA Services
Arby's

Bandito's
Bette Brite Cleaners
Bob Evans
Bobicks Golf
Brookwood Golf Courses
Brunswick Bowling
Burger King

Cleveland Indians
Coca-Cola
Colonial Oaks Golf Course
oney Island
ork 'n Cleaver
ttage Flowers

Wayne Heath &
itness Center
Wayne National
ank
wers By Barb
eview Inn

Archway Cookies
Auburn Cord-Dusenberg Museum
Avon, Bessie Howard (4-4)
Azar's

Caruso's Torpedo Junction
Cedar Creek Golf Course
Chowder's
Cheddar's
Chi Chi's
Civic Theatre

Cracker Barrel
Deer Track Golf Course
Denny's
Detroit Lions
Eel River Golf Course
Fish of Stroh

George's Rib Room
Ghetty's
Gordon's Campgrounds
Grueninger Travel
Hillcrest Bowling
Hilton Inn

Hires
Holiday Inn NW
Indiana Colts
Jiffy Lube
Key Lanes Bowling
Karma
Komets Hockey Team
Krogers
Lassus Bros. Gas

Musicland
North American Van Lines
Neal's Oyster Bar
Old Fort
Oley's
Pampered Coach of Woodburn

Pro Bowl West
Ramada Inn
Rax
Red Lobster
Richard's Restaurant
Rogers
Roots Camp & Ski Haus
Sauders Farms & Village

3 Kings of Hoagland
The Venice
Village Bowling
Three Rivers Credit Union
Waynewood Inn
Wendy's
Window Garden

Long John Silvers
Lynn's IGA
McDonald's
Maritz
Marriott Hotel
Midwest Federal Credit Union
Mike's Car Wash
Munchie Emporium

Pepsi
Papa Suzetti's
Princess House, Rep. Connie Houser (TS)
Pizza Hut
Pizza King
Ponytown Campgrounds

Snickerz Comedy Bar
Scotts
Slender You
Speedway Cafe
Speedway Putt Putt
Spiece
Southtown Cinema
Summit City Court Club
Tan & Trim

Westwood Bowling
WMEE
Wooden Nickel
WOWO
WXKE
Wagon Wheel Playhouse

Our Picnic Door Prize Winners...

Hilton Inn getaway weekend + brunch – winner's name not available
Cleveland Indians Game – Horst Weinhold, retired
Brass Lamp – Teresa Bledsoe
Gordon's Weekend Camping – Virginia Pfleuger, retired
$100 U. S. Savings Bond – W. Wattenbarger, TS
Microwave – Doug Neuhouse, Wire Mill
Canoe Rental – Ted Winchester, 6-2
Mariott Hotel getaway weekend – Sherri Collins
Polaroid Camera – Ken Cobble
20" GE Color TV – Ron Schwartz
Bullova Clock – John Brockman
Ponytown Camping Weekend -- Richard Pence, TS
$50 Hall's gift certificate – Elmer Fuhrman
Answering Machine – Ross Houser, 4-1
20" GE Color TV – Lloyd Sebring, 4-2
Holiday Inn getaway – Florence Kyser
Amishville USA Tour – A. Thomas
13" GE Color TV – D. Crist, retired
Spell-It Machine – Grace Ober, retired
Canoe Rental – Roger Schlegel, retired
Ramada Inn getaway weekend – Ada McBride
Wagon Wheel Playhouse tickets – Mel Braun, retired
$40 Wharf gift certificate – Josie Rodriguez, TS
Indiana Colts games – Margaret Reece
GE VCR – Ada Jackson, TS

***GRAND PRIZE** 2 tickets round trip USA – C. L. Estens, retired*

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GE News

Fort Wayne
Vol. 72, No. 45
Nov. 8, 1990

Nov. 15 is the Great American Smokeout! Help a friend quit smoking. Details inside.

I just didn't like the odds anymore

For Marilyn Wright, 13 was her lucky number.

"I tried quitting smoking a dozen times before, but I just wasn't ready to quit," she says.

Wright, a graphic artist in building 8-2, is one of six graduates of a quit smoking class offered by the American Lung Association early last year.

"I knew I couldn't put it off forever. And everytime I told myself that I was going to quit and then didn't, was a gamble."

Wright felt she could no longer ignore the fact that her smoking had a potentially deadly impact on her health. "I just didn't like the odds anymore."

A 35-year smoker, who at her peak emptied more than 2-1/2 packs per day, Wright hasn't had a puff in a year and a half and she feels "great."

"I used to spend a small fortune on throat lozenges, cough medicine and doctor bills," says Wright, who had chronic bronchitis during her smoking years. "I haven't had it since (I quit smoking)."

Wright also figures she is hundreds of dollars richer since she stopped smoking, because she no longer buys cigarettes.

Quitting, however, was not an easy road. Wright says she went through two "worst" stages of withdrawal.

"The immediate worst occurred within 36 hours of when I had my last cigarette. The nicotine was out of my system, and my system was telling me to put it back in... I could pick up the smell of a cigarette a mile away and begin wanting one. That's the first worst." says Wright. "After you get over your first worst, then the habit gets to you... Sometimes I felt like I forgot to do something, and that something was to smoke a cigarette. I still catch myself looking for a pack, and then I realize that I don't need it anymore... To fight the habit, I demolished toothpicks."

Wright says her friends and co-workers have been very supportive. "A lot of my friends are smokers, and they still ask me if I mind if they smoke near me... It doesn't bother me. They have to make their choice just like I had to make mine."

Wright sits at her drawing table in her office. Gone is the ashtray of ashes and cigarette butts that once was on her desk. She says she "very rarely" craves a cigarette these days.

She attributes much of her success to the American Lung Association and the support she found there. "Their program is highly effective without being intimidating, and I recommend it to anyone who wants to quit."

Last Wright heard, five of the six people from her class have remained smoke-free.

Congratulations to Marilyn Wright, and the many former smokers out there who, like her, have managed to kick the habit!

REMINDER:

Pensioners Potluck will be held Dec. 4 at the GE Club Gym at 11:30 a.m. Bring a generous dish of food. No chicken furnished. A $1 donation will be required for Bingo.

Take a day off...

...from smoking. Join the Great American Smokeout on Thursday, Nov. 15.

Millions of Americans across the country will make a fresh start and try not to smoke for 24 hours.

How about you?

Or, if you don't smoke, adopt a smoker for the day and promise to help that friend get through the 24 hours without a cigarette!

The Smokeout is an upbeat, good-natured effort to encourage smokers to give up cigarettes for 24 hours (and hopefully forever).

Everyone is urged to adopt a smoker for a day and give him or her extra encouragement – a kind word, a little understanding, a lollipop. Participants may pick up a survival kit and stop smoking buttons from the medical clinics at Taylor Street and Building 21.

Following are some facts provided by the American Cancer Society about smoking.

Smoking and Cancer Incidence and Mortality

The American Cancer Society estimates that there will be 157,000 new cases of lung cancer and 142,000 cancer deaths in 1990. Cigarette smoking is responsible for 85% of lung cancer cases among men and 75% among women – about 83% overall.

Smoking has been implicated in cancers of the mouth, pharynx, larynx, esophagus, pancreas, cervix and bladder. Smoking accounts for 30% of all cancer deaths.

The U. S. Department of Health and Human Services (HHS) reports that people who smoke cigarettes run a greater risk of premature death than people who do not smoke.

In 1987, for the first time, more women died of lung cancer than breast cancer, which for over 50 years was the major cause of cancer deth in women.

ADOPT A SMOKER

Adoption Papers

I, ______________________, will do all that is within my power to help you, ______________________, not to smoke during the Great American Smokeout. On my honor and as my part of the bargain, I promise to do the following to accomplish our goal:

- Praise you for having the willpower to give up nicotine for a day.
- Reassure you that there are still only 24 hours in a day.
- Help you remember your commitment to not smoke.
- Bribe you with food, money, and/or timeshare vacations.
- Be there when you need me.

You, ________________, on your part, will make it through the day if you:

- Hide your cigarettes, ashtrays, lighters, and matches.
- Tell your friends you have been adopted and will not smoke during the Great American Smokeout.
- Call me when you feel you can't resist the desire to smoke.
- Refrain from visiting smoke-filled rooms.
- Remember that today, you are leaving the pack behind.

I will do what it takes to help my friend leave the pack behind.
Signed: ______________________ Date: __________

I promise not to smoke during the Great American Smokeout.
Signed: ______________________ Date: __________

AMERICAN CANCER SOCIETY®

89-750M-No. 5701

continued on next page

Fort Wayne to Erie Connection

by Ronald J. Stephens

Sandusky, Ohio was the halfway meeting point for this Work-Out team comprised of members from Fort Wayne, Ind. and Erie, Penn. This group first came together in June in Fort Wayne, to address issues relating to better customer service. After lengthy discussions, the group agreed that the first order of business was to develop a consistent order form to be used between Fort Wayne and Erie Order Entry. Orders for DC motors come in through the Customer Service Center in Fort Wayne and are then sent to Erie for processing. This new order form will help eliminate errors and expedite orders for new DC motors.

The October meeting centered around a training manual and customer orientation to DC products. The training manual will be used in conjunction with an overall training program to make customers and sales personnel more conscious of DC motors, accessories, and application in an effort to gain greater market share and more extensive product knowledge.

photo by Ronald J. Stephens

Work-Out team members left to right: Steve Anastasio – Facilitator, Sue Grossnickle, Don Schwab, Matt Glowacki, Scott Wade, Dave Grucza, Gary Krugger and Lisa Day.

Ads

For Sale

***Shotgun shell reloader**, 2 shell vests & gun rack, 432-2237.*

***2-pc, lr suite;** 2 end tbl, loung chr, glass coffee table, 747-3905.*

***Sears clothes drier**, like new_ $125, 483-5102.*

***French hutch**, glass shelves, pecan finish – $250, 485-8742.*

***Powerlift chair** for handicapped, gd cond – $400, 422-5003.*

Wanted

***2 tx to Penn State/ Notre Dame** game 11/17/90, 432-0320 after 4pm.*

Free

***Fuel oil;** you pump out of underground tank, 486-7216.*

There is hope

HHS says that for those who succeed, quitting pays. Ten years after quitting, the death rate of former smokers is approximately the same as for those who have never smoked at all.

How to help a friend quit on Smokeout day

If you're not a smoker, a good way to participate on Smokeout day is to help a co-worker who smokes, quit. Just fill out the Adoption Paper on page 2 of this publication. Now that your friend has committed to quitting, he or she is going to need a lot of support from you. So make the day as lighthearted and as much fun as possible. Constantly reassure your friend that the urge to smoke will pass, and that he or she will make it. Encourage your friend and *offer incentives*. Remember, all's fair in love and war...and the American Cancer Society's Great American Smokeout!

Here are a few suggestions to help your friend give up smoking for the day:

- With your friend's permission, tell other friends about the "adoption" and enlist their support.
- Be a calm, reassuring influence. Continually offer praise and encouragement.
- Agree to give up something that you dearly love, such as chocolate, soap operas, alcohol, coffee, soda pop or candy bars, for the day while your friend gives up smoking. It will show great support on your part.
- Provide your friend with a survival kit of carrot and celery sticks, sugarless gum and candy, pencils and straws to hold or chew on. (Survival kits are available from the medical clinics at Taylor Street and Building 21.
- Always remember to never nag, threaten or criticize, especially if your friend slips and smokes.
- Send flowers or balloons during the day or to celebrate on the day after.

For more information about smoking and more ways to help someone quit, call the American Cancer at 422-3911.

K-Mart offers discounts on auto parts, service

K–Mart's K–Care/Fleet Care is a national account maintenance program designed to save companies and organizations money on auto maintenance and repairs.

To participate in K-Care/Fleet Care, GE employees need only show their Fleet Care ID Card (or) their Company ID (whichever is applicable) to K-Mart's Service Manager. This will qualify them for special Fleet Care Pricing on installed parts and service.

Computerland offers 32% off

Computerland of Fort Wayne offers a 32% discount to GE employees. Systems suitable for home use will be displayed in the 18-1 conference room on Friday, Nov. 16, from 10 a.m. until 4 p.m.

Demonstrations will also be given. A demo on Prodigy, a software package that allows you to book airline tickets and car rentals, as well as access weather, news, sports and the latest finance information, will also be given at 11 a.m., 1 p.m. and 3 p.m.

Handouts on each of the systems will be available to take home.

A ghoulish job, but someone has to do it

Each Halloween for the past quarter century, this freaky Frankenstein haunts Transformer's building 19. Up to now, his identity has been kept secret. This year, he decided to let the black cat out of the bag. Jim Campbell is a Transformer employee who enjoys giving his co-workers a little scare during the goblin season. And with elevator shoes to boost him, he is a terrifying seven-foot-plus monster.

But yet another mystery... A witch joined Frankenstein this year. The GE News knows her only as Suzy, who has been dressing up on Halloween for the past eight years.

Together, these two ghouls brought some fun Halloween spirit to work.

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GE News

December 1990

Flexibility to change determines success

Changing the company's culture is one of the most difficult challenges facing employees, but it is one in which they must succeed in order to survive.

Broadway plant employees this week participated in a Work-Out session held in Taylor Street's Training Center to discuss ways to change the business. In addition, participants heard presentations by GE Motors managers and one very important customer, ThermoKing.

Improvements in quality and cycle time reduction top change priorities

According to Ron Kroemer, Broadway Plant Manager, employees have already begun the process to improve the plant's performance in an increasingly competitive business environment.

"Cycle reduction (scheduling), more than anything, is the future of our business," said Kroemer. "One of our goals in 1991 is to go to daily scheduling to help us get our delivery cycle down to six weeks or better."

As to quality, Kroemer said Broadway's goals are to get its processes certified under the Carrier Q-Plus program, as well as ISO9000, a quality program being implemented by the European Community.

With GE Motors' Vision Statement in hand, Kroemer told participants, "This is our vision...'to be the worldwide business of choice with our customers and employees.' I believe in this. I hope you do, too."

Photo: Work-Out participants learn problem-solving techniques to help them tackle tough business issues.

I have only two eyes. You have many eyes. Why do only mine see?

John Sorenson, Quality Control Manager for ThermoKing, told participants during the session that everyone must take responsibility for improvements. "The people on the factory floor know more than anyone about how the processes should work," said Sorenson. "For example, quality problems aren't solved in the quality department. They're solved out on the floor by the people making the product."

Sorenson shared a story about a ThermoKing customer who spent three days at ThermoKing's mobile refrigeration manufacturing plant in Minneapolis, Minnesota. On the first day, the customer found a defect in one of the shipments, and Soren-

continued on page 4

New Pension Plan option offers opportunity for higher retirement income

GE employees will soon have an opportunity to boost their retirement income through a new GE Pension Plan feature that will permit voluntary contributions on the first $25,000 of their GE pay. This new option, called the ***Voluntary Pension Account***, is being offered as a result of changes effective Jan. 1, 1991 in government regulations applicable to pension plans.

As a participant in the GE Pension Plan, you now contribute 3% of your GE pay above $25,000 which goes into your Personal Pension Account. Through your working years at GE, this Personal Pension Account grows from your employee contributions and the monthly crediting of interest. At retirement, you receive the higher of either a *guaranteed* pension, which is calculated under the guaranteed monthly pension table, or the *regular* pension provided by a combination of your career-annuity and your Personal Pension Account.

When you enroll for the new Voluntary Pension Account, you make voluntary contributions of 3% on the *first* $25,000 of your GE pay. These contributions will earn interest and be accumulated in a new separate account to provide an additional benefit over and above all your other pension income, including the guaranteed pension.

Interest rate

The interest rate credited to Voluntary Pension Accounts will never be less than the rate credited to Personal Pension Accounts, but may be higher.

When you retire, you'll have the same options regarding your Voluntary Pension Account as for your Personal Pension Account. It can be converted to an annuity to provide monthly income which is added to other retirement income, it can be withdrawn in a lump sum, or it can be held as a cash account from which annual withdrawals can be made.

The accompanying chart shows examples of how participation in the Voluntary Pension Account can boost retirement income at various assumed rates of interest and years of participation.

Tax-law limitations may affect some

Current IRS tax regulations put limits on how much an employee and the employee's employer can put into qualified benefit plans like the GE Pension Plan and the Savings & Security Program. Under these limits, the total of employee contributions to the GE Pension Plan and employee and company contributions to the Savings & Security Program in any year cannot exceed 25% of the employee's taxable compensation or $30,000, whichever is less. As in the past, you will be notified if you reach the limits.

December 31 enrollment deadline

The new Voluntary Pension Account becomes effective January 1, 1991. To participate in 1991, you must enroll by Dec. 31, 1990. After this initial enrollment period, enrollments during any year must be completed by Dec. 1 and will become effective on the following Jan. 1.

You have or will shortly receive a home mailing from GE's Employee Benefits Manager Tom Burns that will contain an enrollment form and other information. If you wish to take advantage of this new opportunity to increase your retirement income, complete the form and return it by Dec. 31. Mail it to: **CBSI, P. O. Box 6400, Ft. Myers, FL 33906-6400.**

If you have questions about this new Voluntary Pension Account, you may call the payroll office at 1-800-722-6090.

New bowling league open

The "Rolling Seniors" league is bowling at 10 a.m. every Monday morning at the GE Lanes, 1020 Swinney Ave. Best price in town! For more information, call Carl Metker, 747-5434. Also open bowling and lunch are available every Monday noon.

Voluntary Pension Account increases retirement income

Years of Voluntary Contributions at $750/Yr.	Personal Pension Account Balance at Age 62 at Assumed Annual Interest Rates			
	7%	8%	9%	10%
10	$10,685	$11,255	$11,855	$12,495
15	19,445	21,095	22,910	24,900
20	31,715	35,565	39,930	44,895
25	48,935	56,810	66,105	77,085
30	73,085	88,035	106,380	128,925

Years of Voluntary Contributions at $750/Yr.	Additional Annual Annuity Available at Age 62 at Assumed Annual Interest Rates			
	7%	8%	9%	10%
10	$1,115	$1,255	$1,410	$1,580
15	2,030	2,355	2,730	3,155
20	3,310	3,975	4,760	5,685
25	5,110	6,350	7,880	9,765
30	7,630	9,840	12,680	16,334

Quarterly dividend on GE stock shares increased by 9%

GE's Board of Directors on November 16 increased the company's quarterly dividend on GE stock by 9% to 51-cents per share. This increase raises the annualized dividend to $2.04 a share from $1.88 and marks the 15th consecutive year of dividend increases for GE. The new dividend is payable Jan. 25, 1991 to share owners of record at the close of business Dec. 7, 1990.

Limited Medical Clinic hours for holiday shutdown

The Taylor Street Medical Clinic will be closed Dec. 17 to 30. The Broadway Medical Clinic in Building 21 will be open with a limited staff from 8 a.m. to 4:30 p.m. Dec. 17-21 and Dec. 26-27. Both clinics will be closed Dec. 24, 25 and 31 and Jan. 1. The Employee Assistance Program will be open in Building 21 during Fiscal Weeks 51 and 52, but will be closed Dec. 24, 25 and 31 and Jan. 1. The Broadway Medical Clinic phone number is 428-3600 and the EAP number is 428-3671.

1991 holiday schedule established

1991's holiday schedule has been announced. Fort Wayne GE employees will again get 10 paid holidays to enjoy, creating 6 extended weekends.

The holiday dates are as follows:

- New Year's Day – Tuesday, Jan. 1
- Good Friday – March 29
- Memorial Day – Monday, May 27
- Independence Day – Thursday, July 4
- Floating holiday – Friday, July 5
- Labor Day – Monday, Sept. 2
- Thanksgiving – Thursday, Nov. 28 and Friday, Nov. 29
- Christmas – Tuesday, Dec. 24 and Wednesday, Dec. 25

The 1991 vacation shutdown schedules are still being discussed.

Broadway Work-Out participants

- *Neil Bear*
- *Gary Bowersock*
- *Peggy Bratt*
- *Fay Britton*
- *Richard Brooks*
- *Kevin Buckingham*
- *Mark Byall*
- *Dorothy Carlisle*
- *Liz Carskadon*
- *Willie Coats*
- *Lee Cramer*
- *Mary Ann Davis*
- *Sanders Davis*
- *Leroy Dewitt*
- *Greg Emerick*
- *Larry Essley*
- *Ken Fehman*
- *Liz Ferrell*
- *Jon Foor*
- *Walter Grim*
- *Frank Gross*
- *Jennien Huston*
- *Sharon Jenkins*
- *Mike Kelker*
- *Clyde Kelso*
- *Richard Kleinknight*
- *Bill Lamb*
- *Ralph Lautzenheiser*
- *Byron Linker*
- *Sam Manning*
- *Brenda McCurdy*
- *Jim Meekin*
- *Mike Miller*
- *Pat Redmond*
- *Ada Richmond*
- *Jerry Rambo*
- *Jim Schmitt*
- *Elias Shaheen*
- *Yvonda Sheets*
- *Phyllis Swank*
- *Gisela Tassler*
- *Jack Teegardin*
- *Bill Thomas*
- *John Tucker*
- *Delbert Uhl*
- *Rosemary Wagner*
- *Lessie Wagstaff*
- *Lillie Warren*
- *Dan Wheeler*
- *Dave Wilkin*
- *Troy Elder*
- *Julia Rhodes*
- *Tom Cook*
- *Wayne Smith*
- *Mark Moore*
- *Eric Muzzillo*

If you're interested in learning more about Work-Out, contact one of the participants!

son went back to fix the problem. On the second day, the customer found another defect in another shipment, and Sorenson went back to fix that problem. On the third day, it happened again. Finally, the customer said, "I have only two eyes, and you (with all your employees) have many. Why do only mine see?"

According to Sorenson, "That's when I knew we had to change." That change consisted of getting everyone involved in checking for defects. "You can't inspect quality into your job," said Sorenson. "Everyone should know just as much about the product as the inspectors."

Getting everyone involved in checking for quality was a big change for ThermoKing, but it's something that had to occur if we're to survive, Sorenson said.

And ThermoKing depends on its suppliers to change with them. GE Motors has about 90% of ThermoKing's business in the bus air-conditioning market.

But Sorenson warns, **"Don't become complacent. You've got the best motor today, but you're going to have to continue to improve. Having the best motor today doesn't mean you'll have the best motor tomorrow."**

Roshan Chhabra, General Manager – Commercial and Industrial Motors, reiterated Sorenson's comments.

"If any of you feel that Ron Kroemer or Joe Barranco is going to fix all your problems, then you're going to have to wait a long time for them to get solved," Chhabra said. "You must take the initiative to find and implement solutions."

Broadway's Work-Out session this week was a start in the right direction. Participants received problem-solving training and worked on solutions to customer service, quality and cycle time reduction issues. The participants – including production, customer service, sales and engineering employees – presented solutions to selected issues and dedicated themselves to implementing them during the weeks ahead.

Chhabra commended them on their efforts, saying, "In spite of all the bureaucracy and the complexity of GE, you have staying power. You can take the ups and downs of change better than any of your competitors."

And that's what Work-Out is all about – dealing with change to beat competitors.

Said GEM Vice President Steve O'Brien, "Work-Out isn't the idea or the program of the month. This is a long-term process. What we're trying to do is find a way to do our jobs better everyday."

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GE News

Fort Wayne
Vol. 73, No. 1
January 28, 1991

Trane and GE team up to improve quality

When Trane's Line A assembly team met to discuss their TQC (Total Quality Control) program goals, they uncovered a problem with the GE KCP29 frame label design which prevented them from reaching their quality and cycle time commitments.

It seems that the Trane part number was printed on the motor nameplate in very small type, which made it hard to read. Also, when the motor was assembled to a fan, the mounting bracket covered the nameplate, making it difficult for the assembly team to tell which air conditioner model they were working on.

The Line A team invited John Newman, GE senior sales and application engineer, to meet with their group. After discussing and understanding their concerns, Newman called Jerry Goeglein, HVAC documentation specialist, who in turn enlisted Jim Reinoehl, Greg Bieberich, and supplier Indiana Stamp. Together, this group developed a new label design, and proposed a new position to mount the label.

Within two weeks, John Newman went back to the Line A team with the new design, which they approved. Motors incorporating the changes will begin arriving at Trane in a few weeks.

As a result of their effort, Trane's Line A assembly team will be reducing the potential for scrap losses, as well as cutting production cycle time.

This is a classic example of on-target issue identification by a customer work team, followed by quick action from a supplier work team. Good work, and thanks to Trane's Line A assembly team and GE Motors HVAC documentation team for showing us how it's done!

Trane's Line A assembly team with John Newman (left front)

New interest rates effective for GE Pension Plan accounts

The 1991 interest rates for the Personal Pension Account and the new Voluntary Pension Account have been announced.

- The Personal Pension Account will earn an annual interest rate of 8.82% in 1991. (The rate in 1990 was 8.76%). This interest rate is based on the average 10-year constant maturity yield of U.S. Treasury Securities for the preceding three years.
- The new Voluntary Pension Account, which became effective January 1, will earn an annual interest rate of 9.78% in 1991. The interest rate for this pension account is the greater of the rate applicable to the Personal Pension Account and a rate established at the end of the year by the IRS for this type account.

Plan highlights

As a participant in the GE Pension Plan, you contribute 3% of your GE pay above $25,000, which goes into your Personal Pension Account. Through your working years at GE, your Personal Pension Account grows from your employee contributions and the monthly crediting of interest. The money accumulated in your Personal Pension Account can be used at retirement to provide a monthly income in addition to the pension (your Career Annuity) provided by company funds. The combined pension from the Career Annuity and Personal Pension Account is your Regular Pension.

If you are enrolled in the new Voluntary Pension Account, you make voluntary contributions of 3% on the first $25,000 of your GE pay. These contributions earn interest and are accumulated in a separate account to provide an additional benefit over and above any other pension income.

When you retire, you'll have the same options regarding the funds in your Personal Pension Account and your Voluntary Pension Account. They can (1) be converted to an annuity to provide monthly income, which is added to other retirement income, (2) be withdrawn in a lump sum, or (3) be held as a cash account from which you can make annual withdrawals.

To become a participant in the new Voluntary Pension Account in 1991, you had to enroll by December 31, 1990. If you did not enroll but decide to participate in this pension option next year (1992), you must enroll by December 1, 1991.

GE security stepped up

As tensions in the Persian Gulf have exploded into war, it has become necessary for all GE businesses to reassess security precautions in order to assure safe and productive work environments.

At all GE government locations, employees are being reminded to wear their identification badges when entering the plant and at all times while in the plant. This helps assure that no unauthorized persons enter the facility.

At all GE Fort Wayne plant locations, plant protection officers will be thoroughly checking for badges and denying entrance to anyone without their employee identification badge or a temporary badge.

Employees will be asked to open any packages, such as lunch boxes, shopping bags, etc. Employees who park inside the gate will have their vehicles and packages inspected on a random basis.

Please cooperate with the plant protection staff as they work to increase our level of safety.

Social Security, Medicare taxes will be higher for some in 1991

As a result of the Budget Reconciliation Act of 1990, employees who earn more than $51,300 in 1991 will pay more in Social Security and Medicare taxes in 1991 than they paid in 1990. That's because the taxable wage base for Social Security and Medicare now have different maximums.

The taxes you pay for Social Security and Medicare are deducted from your pay and matched by GE. These taxes are based on: (1) the Tax Rate (percent of pay), and (2) the Maximum Taxable Amount (the amount of your earnings taxed).

In 1990, the tax for Social Security and Medicare combined was 7.65% of earnings up to the maximum taxable amount of $51,300. (The most anyone had to pay in 1990 was $3924.45.) In 1991, there are two separate taxes with different maximum taxable amounts for Social Security and Medicare.

The 1991 taxes are:

- For Social Security (Old-Age, Survivors, and Disability Insurance, or OASDI): This tax is 6.20% of earnings up to $53,400. It pays for cash benefits to entitled beneficiaries.
- For Medicare (Hospital Insurance, or HI): This tax is 1.45% of earnings up to $125,000. It pays for hospital benefits for people covered by Medicare.

How to calculate your taxes

Here's how you can figure how much you will be paying in Social Security and Medicare taxes this year.

- If your earnings will not exceed $53,400 in 1991: Your payroll deduction taxes for Social Security and Medicare combined will be 7.65% (6.20 + 1.45) of earnings up to the maximum taxable amount of $53,400.

For example, if you earn $25,000 in 1991: 7.65% x $25,000 = $1,912.50. (This is the same amount paid last year by someone earning $25,000).

- If you will earn more than $53,400 in 1991: Your tax will be 6.20% of earnings up to $53,400 for Social Security plus 1.45% of earnings up to $125,000 for Medicare. (The maximum tax for someone earning $125,000 in 1991 will be $5,123.30 - an increase of just over 30%.)

For example, if you earn $60,000 in 1991: (6.20% x $53,400 = $3,310.80) + (1.45% x $60,000 = $870) for a total tax of $4,180.80.

The taxes you pay for Social Security and Medicare will be matched by GE.

Unlike some other taxes, payroll taxes paid by employees are not deductible on individual federal income tax returns, or on almost all state income tax returns.

Ads

For Sale

1986 LeBaron GTS, *loaded, exc condition; message center. 432-7153*

Stove-30" self cleaning, $100. Refrig 20.5 cu ft side-by-side, $50. *747-7007*

Two Bldg Lots *20 miles from Orlando. 1-813-921-4056*

4-piece queen sleeper sofa *sectional, lt beige, $500. 489-9146 or x2443.*

Elec range, *good condition. 747-9352*

2 Table lamps, *$25 ea.* ***Chandelier*** *$15. 747-1303*

Power lift chair for handicapped, *tan fabric, $350. 422-5003*

87 Chevy mini van, *many extras, $9995. 424-4959*

For Rent

House *at 719 W. Third, $250/mo. Also, 5 rm, 2 bdrm* ***1st floor apt,*** *redecorated, all util $300/mo. 747-4066*

Free

Drawing table. *744-2405*

Golden retriever dog, *lovely. 432-0082*

Wanted

Housework wanted *, 747-6546*

Humidifier, *639-6061*

36 Delco console radio, *Model R-1117, 483-5223*

Lionel, American Flyer and Marx trains, *any condition. 219-724-8011 after 5:00 pm*

GE employees have 'special attraction' at Florida's Walt Disney World

All GE employees who visit EPCOT Center at Walt Disney World in Florida have an extra special attraction to look forward to. It's the private GE Executive Club inside the GE Horizons pavilion.

All employees and their guests are invited to come into the club. It's the perfect place to relax and get away from crowds. The staff will arrange dining reservations and a VIP entrance to the ride, and offer advice on what to see at EPCOT, the Magic Kingdom and the Disney MGM Studio.

The private Executive Club is located around the right side of the Horizons pavilion. The club is open Monday through Saturday from 9 A.M. to 6 P.M.

All GE employees and pensioners are also eligible for membership in Walt Disney's Magic Kingdom Club. Members are entitled to ticket discounts at the admissions gates, plus a variety of other money-saving benefits at Walt Disney World in Florida and Disneyland in California.

To become a member, send a request with a self-addressed, stamped business-size envelope to: GE Horizons, MKC Director, EPCOT Center, P. O. Box 10,000, Lake Buena Vista, FL 32820-1000. Please allow three weeks for processing and mailing of your request.

Health Briefs

(Reprinted from the University of California, Berkeley Wellness Letter)

Cottage cheese is only a modest source of calcium, supplying just 60 to 70 milligrams in half a cup (and dry curd has only half as much). In contrast, half a cup of yogurt has about 200 milligrams, and one ounce of most hard cheeses between 150 to 200 milligrams. Cottage cheese retains just 25% to 50% of the calcium in the milk it's made from, since in the curding process much of the calcium remains in the whey, which is drained off.

The age-adjusted annual death rate from Alzheimer's disease increased nearly tenfold in the U.S. in the 1980s. Federal officials attribute this rise largely to heightened awareness on the part of doctors, who are now more likely to diagnose the disease - instead of "senility" - than they were a decade ago.

There is a high correlation between how frequently skiers have their bindings tested and the incidence of lower-leg injuries, according to researchers at the Rochester Institute of Technology. To make sure your bindings will release properly when you begin to fall, you should have them serviced by a ski mechanic every 15 to 30 ski days, or at least at the start of each ski season.

Motors employees invited to meet with Steve O'Brien at GE Club

Wednesday, January 30	*2:00 p.m.*	*1st shift hourly employees from Taylor Street*
	3:50 p.m.	*2nd shift hourly employees, Broadway and Taylor St.*
Thursday, January 31	*5:30 a.m.*	*3rd shift hourly employees, Broadway and Taylor St.*
	7:10 a.m.	*1st shift hourly employees from Broadway*
	9:00 a.m.	*Make-up meeting - hourly/salaried employees*

Swing shift employees may attend any meeting outside of normal work hours. Salaried employees may attend any session. In conjunction with our increased level of security, badge identification will be required for attendance.

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GE News

Fort Wayne 2
Vol. ~~72~~ 73, No. 3
February 14, 1991

O'Brien addresses employees on State of the Business

Steve O'Brien, Vice President - GE Motors, held State of the Business meetings with Fort Wayne area employees on January 30 and 31. In these meetings he reported on the 1990 GE business results and discussed the operating results for GE Motors.

O'Brien said that, while 1990 was a good year in a tough business environment for GE in total, GE Motors' financial performance was quite disappointing with both sales and income down from 1989 levels. These declines were driven by two major factors - weak markets and very little real productivity improvement.

On the positive side, O'Brien said, the business has made significant progress during the second half of 1990 in both customer service and quality, the key priorities of the business.

According to O'Brien, 1991 promises to be an even more difficult economic climate, due to the recession, low levels of consumer confidence, tight bank lending policies and the uncertainties associated with the Persian Gulf war.

But O'Brien believes it is possible to improve the overall performance of GE Motors and be one of the "good guys" - that is, one of the GE businesses that shows improvement despite the tough economic environment.

He emphasized the need for all employees to drive harder, to increase their personal contributions to improving quality and service to their customers, both external and internal, and to embrace Work-Out behaviors . . . that is, "finding a better way every day."

He acknowledged that we are making progress, and pointed out several examples in both the Taylor Street and Broadway operations. "But," O'Brien said, " so far we are not going far enough fast enough. We have a formal game plan

continued on page 2

Steve O'Brien addressing employees at the GE Club

State of the Business (cont)

to win in 1991. To succeed, we need all 12,000 people across the business taking responsibility for their piece of the action."

O'Brien wrapped up by taking questions on a wide range of subjects. He thanked everyone for their contributions in 1990, and for what they will do to improve the business performance in 1991.

Shown below are the charts which describe the game plan for 1991.

GE Motors

GE IN THE 90's

VISION	*VALUES*	*PROCESSES*
#1 OR #2	SPEED ⇩ SIMPLICITY ⇩ SELF-CONFIDENCE	WORK-OUT (Internally & Externally)

BOUNDARYLESS

GE Motors

THE GAME PLAN . . .

FOCUS ON CUSTOMER QUALITY AND SERVICE

DRIVE CYCLE TIME REDUCTION ACROSS THE BUSINESS THROUGH PROCESS IMPROVEMENT

MOVE WORK-OUT TO PRIORITY PLANTS

INCREASE TRAINING TO SUPPORT WORK-OUT THRUST

GE Motors

WHAT GE MOTORS EXPECTS FROM YOU . . .

A POSITIVE ATTITUDE

A WILLINGNESS TO WORK TOGETHER

ATTENTION TO "YOUR CUSTOMERS"

THE BEST YOU'VE GOT

GE Motors

WHAT YOU CAN EXPECT OF GE MOTORS . . .

A POSITIVE ATTITUDE

THE TOOLS YOU NEED TO DO YOUR JOB

TRAINING

A FAIR DAY'S PAY

THE OPPORTUNITY TO GROW

These charts illustrate key points from O'Brien's address

GE 1990 earnings per share up 11%

Preliminary results indicate that GE's net earnings per share of $4.85 for the year 1990 were 11% more than last year's per share earnings of $4.36. Net earnings were $4.303 billion, and increase of 9% from the $3.939 billion reported for 1989.

Consolidated revenues were $58.4 billion in 1990, an increase of 7% from the prior year's $54.6 billion.

"This was the fourth consecutive year of double-digit earnings per share increases and operating margin improvements," said GE Chairman Jack Welch. "For 1990, GE's operating margin reached a record 11.6% despite economy-related weakness in our short-cycle businesses - particularly Plastics and NBC - and restructuring charges exceeding $100 million."

GE people among leaders in buying U.S. Savings Bonds

The U.S. Treasury Department has honored GE with its National Honor Roll Award for outstanding support to payroll savings plan purchases of U.S. Savings Bonds in 1990. GE has been a frequent recipient of this award.

GE was named as being among 61 companies and areas of government with more than 5000 employees which excelled in their enrollment of new savers or savers who increased their purchase of Savings Bonds during 1990.

GE ranked third on the Honor Roll (after the Department of Defense and the U.S. Postal Service) with more than 88,000 new or increased savers.

GE employees purchase Savings Bonds through two programs, the GE Savings & Security Program and the GE Savings Plan. S&SP offers Savings Bonds as an investment option with a 50% matching company payment. The GE Savings Plan provides an opportunity for employees to purchase additional U.S. Savings Bonds through payroll deduction.

In 1990, GE employees purchased more than $74 million in U.S. Savings Bonds.

Use that Arts United passport!

The Arts United passport gives you a chance to share the arts with someone who has not yet discovered what Fort Wayne has to offer. Or you can take a friend or family member with you to museums, concerts or plays. All the offers shown below allow you to purchase two tickets for the price of one.

All you have to do to use your passport is to present the validation card tothe arts agencies. They will mark their organization and return the card to you. If you use it to its fullest, the passport will provide you with more than $75 in savings.

1990 2-for-1 offers

Allen County-Fort Wayne Historical Society: Any regular admission program or daily admission at Old City Hall Historical Museum, excluding the Festival of Gingerbread and special admission events.
ARCH, Inc. 1990 FORTE Arts Festival Walking Tour of Midtowne Crossing or Holiday Fest Open House December 8&9 or Fort Wayne Architectural Slide Presentation.
Auburn-Cord-Duesenberg Museum: Any adult, student or senior citizen admission to ACD Museum.
Embassy Theatre: Any Classic Films Series at the Embassy.
First Presbyterian Theater: Any First Presbyterian Theater Series performance in the calendar year 1990.
Foellinger Theatre: Any program sponsored solely by the Fort Wayne Parks and Recreation Department, excluding programs sponsored by outside agencies who have rented the theatre.
Fort Wayne Ballet: Any Ballet season performance except "The Nutcracker."
Fort Wayne Cinema Center: Any Cinema Center regular feature through December 31, 1990.
Fort Wayne Civic Theatre: Any Civic 1990-91 season production except musicals and special events.
Fort Wayne Museum of Art: Any film, lecture or class or any children's class offered by the Museum.
Fort Wayne Philharmonic: Any 1990-91 Philharmonic Spectrum, Freimann or classical subscription concert.
Fort Wayne Youtheatre: Any 1990-91 Youtheatre production at the Performing Arts Center.
Historic Fort Wayne: Any Old Fort regular admission excluding special performances and educational programs.
Purdue-Indiana Theatre (PIT): Any regular season Purdue-Indiana Theatre production.
WBNI: Two monthly issues of WBNI program guide, MODULATIONS.

GE night at the Art Museum a smashing success

On Friday night, February 8, over 200 employees and family members turned out for a night at the Art Museum. This was the kick-off event for the 1991 GE Arts United fund drive. Kids were treated to a treasure hunt, while their parents enjoyed a hard rock ballet, featuring young artists from the Fort Wayne Ballet dancing to contemporary music.

The Arts United fund drive will continue through March 1. Anyone wishing to contribute may do so by contacting the coordinator in their area. Gifts may be made by cash, check, credit card, or payroll deduction.

GE Motors employees' gifts will be matched by the business at a rate of $.50 for each $1.00 donated.

Everyone making a donation will receive an Arts United passport, enabling the holder to receive two admissions for the price of one to a variety of events sponsored by member organizations. The passport is valued at over $70. For more information on 1990-1991 passport values, see page 3.

SaxManiacs to entertain at Taylor Street

Be on the lookout Thursday evening, February 14. The SaxManiacs will be providing entertainment in the Taylor Street cafeteria during the evening lunch hour. This special event is part of GE's Arts United awareness campaign.

The saxaphone quintet will play a mix of ragtime, jazz, dixie land, swing, and light classics. Come have a toe-tapping good time!

GE families enjoying an evening at the Art Museum

Be a part of the

ARTS

UNITED FUND DRIVE

MAIL INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

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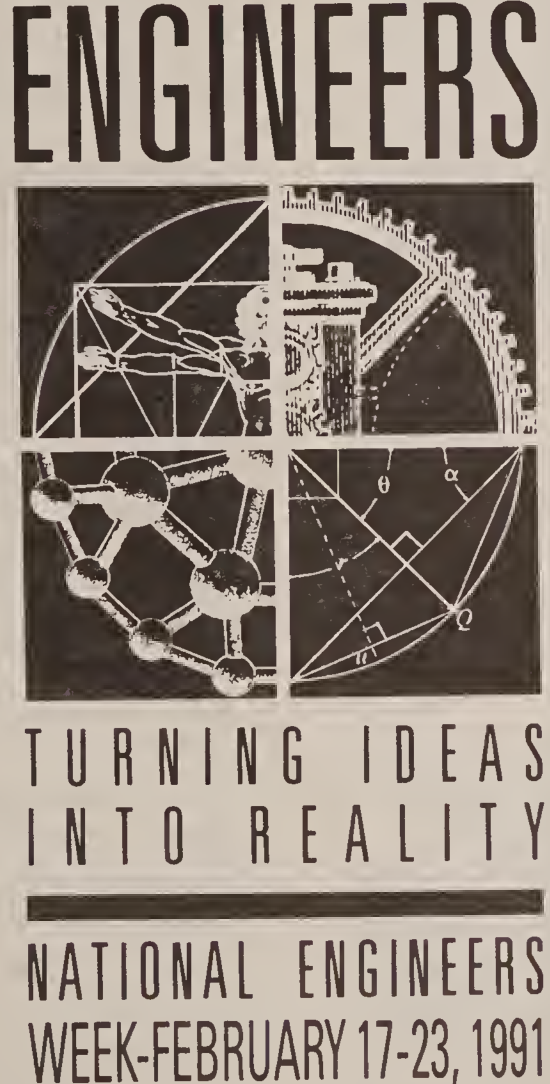
GE News

Fort Wayne
Vol. 72, No. 4
March 7, 1991

Engineers lead GEM into the future

Ever since human beings first walked on this planet, engineers have been busy inventing, designing, and manufacturing products and processes to serve their customers - humankind. At GE Motors, we are fortunate to have a legacy of technological leadership to build upon.


ENGINEERS
TURNING IDEAS INTO REALITY
NATIONAL ENGINEERS WEEK-FEBRUARY 17-23, 1991

But where is technology taking us in the 90s? How will engineers contribute to the success of GE Motors in the future? In celebration of National Engineers Week, the GE News recently talked with several engineers. They are Rick Tatman, Appliance Product Planner; Subhash Brahmavar, Manager, ECM Product Engineering; Roger Becerra, Advanced Electronics Engineer; Pat Koehl, Industrial Motor Design Engineer; and Jeff Hall, Manufacturing Engineer. Also joining us was Fred Eckart, Organization and Staffing representative.

GE News: What is an engineer?

Brahmavar: Engineers are people who work for "continuous improvement" in enhancing the comforts and quality of life. From the invention of the light bulb to landing man on the moon, the efforts of engineers and scientists have touched every aspect of life. In GE Motors, technology has a major role to play to keep us competitive in the global marketplace.

GE News: Why is it important for GEM to keep its technological leadership?

Tatman: Just like our vision statement says, "customers are the focus of everything we do. Extraordinary service is our standard." And technology is a service we offer to our customers to help them succeed in meeting the demands of the future.

Koehl: Technology without customers is like a Corvette without an engine . . . nice to look at but relatively useless. Our interpretation of customer needs is critical to our success as a business. Many of our customers do not understand motor design, and they rely heavily on GE for that leading edge.

GE News: Give me some examples.

Tatman: ECM motor technology is being applied to compressor and fan motors for refrigerators to increase system efficiency. These products are drop-in replacements for existing induction motors and are helping manufacturers to meet energy usage requirements.

continued on page 4

Small increases in S&SP contribution can mean big boost in retirement funds

More than 194,000 GE people are strengthening their long-term financial safeguards by participating in the Savings & Security Program. That's about 80% of the employees who are eligible for the program. However, about one out of every three (65,000) participants are not saving at the maximum rate available for the 50% company matching payment and thus are forfeiting some of the financial benefits this important benefit plan offers.

If you're a new participant in S&SP you can invest up to 6% of your pay in Basic Savings and receive a 50% matching payment equal to 3% of your pay. After three full calendar years in the program, you can invest up to 7% of your pay in Basic Savings and receive a matching payment equal to 3-1/2% of your pay. S&SP also allows Additional Unmatched Savings of up to another 10% of pay.

Employees who began participating in S&SP during 1987 became eligible in January 1991 to invest in Basic Savings at 7% of their pay and receive the full 3-1/2% matching payment. Those who wish to increase their savings must complete a new election form.

Powerful financial tool

The Savings & Security program is a powerful vehicle for accumulating funds for your retirement and other financial needs. Changing your contribution rate, even by a small amount, combined with many years of participation can have a significant effect on how much money will be available to you at retirement.

The following chart shows the result of saving at three different contribution levels - 2%, 6%, and 7%. This example is for an employee age 42 today, earning $30,000 per year, who plans to retire at age 62. To keep the example simple, it assumes no pay changes over the 20-year period and an 8% rate of return on S&SP investments. With pay increases factored into the example, the numbers would be considerably higher.

How Increasing S&SP Savings Can Boost Retirement Income

Contribution Level	Employee Contribution	Accumulation After 20 Years
7%	$42,000	$154,600
6%	$36,000	$132,500
2%	$12,000	$ 44,200

This example clearly shows the financial advantages of participating in S&SP at the full Basic Savings rate of 7%. Over the twenty years, the employee would have accumulated nearly $155,000, a nice nest egg to take into retirement. And that would be in addition to the employee's GE pension and Social Security benefits.

If you're currently participating in S&SP Basic Savings at a rate less than the maximum for which you are eligible (7%, or 6% if in the plan less than three years) you may want to think seriously about increasing your savings to get full value from this important financial protection plan.

To make changes in your S&SP election or to enroll for the first time, forms are available at Broadway in the Building 18-1 Benefits office, or at Taylor Street, in the main factory aisle near the Cafeteria.

S&SP Program Highlights

The Savings & Security Program is a powerful vehicle for accumulating funds for retirement and other financial needs. Here are the highlights of the plan.

o As a new participant you can invest Basic Savings of from 1% to 6% of your pay. After three full calendar years in the program, you are eligible to contribute Basic Savings of up to 7% of your pay. For each $2 of Basic Savings, you earn a 50% company matching payment of $1. If your Basic Savings equal 6% (or 7% if eligible), you can contribute Additional Unmatched Savings of up to another 10% of pay.

o You may elect to save on a "pre-tax" basis by putting up to 15% of your pay in the program's Deferred Pay Account (DPA) feature, a government-qualified 401(k) arrangement. DPA savings are taken from your pay before federal (and most state and local) income taxes are withheld. These pre-tax savings, which go directly into your Deferred Pay Account, reduce your taxable income - and your tax bill. You will pay no taxes on your DPA until you receive them from the plan. Pre-tax savings, however, have more restrictive withdrawal provisions than after-tax savings, which are deducted from your pay after taxes have been paid.

o S&SP provides a wide range of investment options. You may invest your Basic Savings in multiples of 1/2% of pay in U.S. Savings Bonds, GE Stock, S&SP Mutual Fund, Short Term Fund, Long Term Fund, *S&SP Program Highlights (cont)*

Money Market Fund, and S&SP Life Insurance. You may invest Additional Unmatched Savings and company matching payments in any investment option, except insurance. The total of your elections must add up to a whole percentage.

o In addition to flexible withdrawal provisions, a special ReadiLoan feature permits you to borrow from your S&SP account and offers tax-saving features when compared to withdrawals.

o The federal tax law limits the savings rates of "highly compensated" employees to ratios of the savings rates of other employees eligible for S&SP. "Highly compensated" employees are defined as those whose 1990 GE earnings were more than $56,990. Presently the limits for these employees are 7% for DPA savings and 12% for total contributions.

o A Vacation Banking feature allows eligible participants to "bank" any vacation over three weeks and receive a special company payment equal to the dollar value of their "banked" vacation days. ("Highly compensated" exempt-salaried employees are not eligible to bank their vacations.)

o Your S&SP accounts, including company matching payments and interest, are payable infull when you retire or leave the company for any other reason. You can receive the full value of your accounts immediately or you can elect to defer payments until not later than age 70-1/2. At the time you make your payout election, you have your choice of a lump sum distribution or installment payments over 5, 10 or 15 years.

These are only brief highlights of the Savings & Security Program. For more details, see the GE Benefits Summary Plan Description.

1991 Shutdown schedule

	Primary Capital "S"	Secondary Small "s"
Broadway	Wks 31, 32	Wks 52, 53
Taylor Street	Wks 31, 32	Wks 52, 53
Wire Mill	Wks 31, 32	Week 52
Transformer	none	none

Participants in S&SP Life Insurance to get 60% premium refund

If you were a participant in the GE Savings & Security Program's life-insurance option in 1990, you'll soon be getting back 60% of what you paid for your coverage. The checks are scheduled to be mailed to participants' home addresses in mid March.

This refund of premiums is being made because premiums paid by S&SP participants were more than enough to cover death-claim payments last year.

Valuable protection

S&SP Life Insurance is designed to provide significant long-term financial protection for your family after your death. You may enroll for payroll deductions of either 1/2% or 1% of your earnings as defined for this insurance. The cost of your coverage is reduced by premium refunds based on plan experience.

The amount and duration of benefits payable to your beneficiary will be based on your age and final year's insurance contribution as shown in the following table:

Your beneficiary will receive this percentage of your pay as monthly benefits

If your age at death is:	1% Option	1/2% Option	For this many years:
Under 30	60%	30%	40
30 - 34	60%	30%	30
35 - 39	55%	27.5%	25
40 - 44	45%	22.5%	20
45 - 49	35%	17.5%	15
50 - 54	30%	15%	8
55 - 59	30%	15%	4
60 or over	30%	15%	2

For example, the beneficiary of a 29-year-old person earning $25,000 a year who selected the 1% contribution option and was paying a premium of about $4.80 a week could receive $1250 a month for 40 years - a total of $600,000.

Beneficiaries can also elect to have this life insurance paid in a lump sum unless some other method of payment has been specified by the employee. Information about lump-sum payments and how Federal Income Tax provisions affect this life insurance are included in the mailing with the refund checks.

Additional information on the S&SP life-insurance option - including how those not now participating may apply - is in the GE Employee Benefits Summary Plan Description and the GE Employee Benefits Plan Document books.

Engineers (cont)

ECM technology is also being applied to laundry products. The washing machine of the future may utilize an ECM motor to reduce energy and water usage while adding features such as programmable cycles and auto rebalancing.

Becerra: GE started this evolution in motor/drive technology when it introduced the Silicon Controlled Rectifier (SCR) in 1958. We're still leading the way today with our ECM technology.

But sophistocated motor/drive design work requires the input of many people. The motor designer, the manufacturing enginer, and the customer design engineer must all work together. Maintaining technical leadership in all fields of expertise will be required for GE Motors to remain competitive.

GE News: You mention manufacturing engineers as an important part of this design process. Why is that?

Hall: There are many ways to get from point "A" to point "B" - it's our job in manufacturing engineering to find the best way. If we develop a new process which enables a job to be done more efficiently, this lowers product costs and ultimately makes our business more profitable.

A design group can design a new widget, but if it can't be manufactured on a production basis, there is no benefit to the customer. If design engineering is not aware of manufacturing processes, a part may be designed to be manufactured using a less efficient process. This can lead to higher costs, poor quality, and inferior products. By working together, we can optimize our product offerings - give the customer greater value in terms of cost, quality, and product innovation.

GE News: It sounds like engineers are involved in a lot more than just product design.

Eckart: That's right. Although product engineering is very important, it's only one of many fields where GEM employs degreed engineers. In fact, I was surprised to learn that 34% of our engineers work in Technology; 33% in Marketing and Sales; and 23% in Manufacturing. There are engineers in literally every function of our business.

GE News: How, then, would you summarize the role of the engineer in GE Motors?

Brahmavar: Our mission has five major parts. One, we must clearly understand customer products and needs; two, assure designed-in quality by marrying designs and processes; three, continuously improve manufacturing processes to drive PPM levels lower; four, invest in the future by maintaining technological leadership; and five, effectively link marketing, engineering, manufacturing and finance through information systems to reduce total cycle time. We should strive for excellence in quality and total cost productivity while remaining guardians of safety and reliability of products we design and produce with manufacturing processes that are environmentally sound.

GE News: Our thanks to GEM engineers, wherever you are, for your leadership. You're carrying on a proud tradition.

GE Club Softball

An organizational meeting for the GE Club softball league is scheduled for Tuesday, March 19 at 5:00 p.m. in the GE Club meeting room. All team managers should plan to attend. For further information, contact Bernie Ebetino, 639-6920.

For Sale

***1986 Buick Century Gran Sport**, excellent condition, all options + alarm, $6200 OPO, 447-4751 or 428-3669*

***Simplicity 11 HP mower & Zac-Tac trailer**, 432-6062*

***Craftsman 12" bandsaw**, $175; **Rockwell 3/8" drill press**, $50, 436-2346*

For Rent

***SW redecorated 1 or 2 BR lower front apt**, all utilities pd, $300/mo, call 747-4066*

***SE 3 BR ranch**, quiet street, $275/mo, 747-4066*

Wanted

***Carpeting** for apartment. 747-4066*

Ads

Return to Bldg. 18-3 or 1635 Broadway, PO Box 2204, Fort Wayne, IN 46801

Check One:

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☐ Ride Wanted
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☐ Lost
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Limit 40 letters please ______

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one ad per issue of the GE News. No more than 40 letters per ad. The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

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Address ______ **City** ______
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